

MITRATECH

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**GF** GRAND  
FITNESS

Partner Case Study:

# Flexing Their HR Strength

THE BACKGROUND:

# The Grand Fitness Story

Grand Fitness, a franchisee of Planet Fitness, operates over 75 locations with a workforce of nearly 1,300 employees. At their core, they exist to help communities live happier, healthier lives by providing accessible, high-quality fitness delivered with exceptional hospitality.

And with every new location, they stay grounded in our values: one team, one planet, respectfully direct, and always, positive vibes only.





## THE CHALLENGE:

# HR Heavy-Lifting Needed

As Grand Fitness grew in locations and employees, they faced significant challenges with their previous HR compliance systems being able to keep up.

### BACKGROUND SCREENING

Background checks were selectively done only for upper-level and support staff, creating risks and inconsistencies in hiring.

### I-9 COMPLIANCE

Their I-9 compliance was managed through Paylocity but lacked structure, which resulted in poor audit outcomes.

Christa Woomer, HR Partner at Grand Fitness, highlighted the necessity for a *more comprehensive, streamlined, and integrated* system to ensure compliance and alleviate administrative burdens on club managers.

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*The onsite Gym managers are not HR experts, and they shouldn't have to be. But because they're onsite, they have to complete and verify the I-9s, and we wanted to find a solution that could provide that narrow scope, and help them with an outlined path instead of saying, Here's a piece of paper. Fill it out.”*

**CHRISTA WOOMER,**

HR PARTNER, GRAND FITNESS



## THE SOLUTION:

# Strength Training with Mitrotech

To address these challenges, Grand Fitness adopted Mitrotech's background screening and I-9 compliance solutions, seamlessly integrating these tools with their existing Paylocity payroll system.

Mitrotech's Background Screening enabled thorough background checks across all employee levels, significantly improving security and compliance. The I-9 Compliance Solution simplified the onboarding process, guiding gym managers who were not HR specialists through structured documentation.

Strategically placed throughout the solutions and integrations, Mitrotech's automated processes also managed candidate communication effectively, safeguarding candidate privacy, ensuring their compliance as they grew, and enhancing overall HR functionality.

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*Mitrotech has allowed us to focus on what's truly important by evaluating candidates individually rather than making blanket decisions. It [Mitrotech's Background Screening] streamlines our process, filters out outdated information, and ensures fair, unbiased hiring decisions. Our HR team can now efficiently review backgrounds without unnecessary details influencing hiring managers, significantly improving our overall hiring process.”*

**CHRISTA WOOMER,**  
HR PARTNER, GRAND FITNESS

“

*The consistency and quality of Mitrattech's AssureHire and Tracker I-9 services are unmatched. Our HR processes are significantly more streamlined, efficient, and compliant. The seamless integration with Paylocity further simplifies our workload. This reliability is critical for us, especially given our ongoing growth and high employee turnover. Mitrattech ensures our new locations and hires are onboarded smoothly and effectively.”*

**CHRISTA WOOMER,**  
HR PARTNER, GRAND FITNESS

## THE RESULTS:

# Peak Performance Achieved

Since deploying Mitrattech solutions, Grand Fitness has realized significant enhancements:

### **Enhanced Hiring Compliance**

Comprehensive background checks boosted hiring compliance company-wide.

### **Streamlined I-9 Process**

Simplified I-9 documentation process, significantly reducing administrative workload for gym managers and enhancing ease of use for candidates.

### **Manager Satisfaction Increased**

Strong positive feedback from general managers, especially at high-risk locations, appreciating the streamlined security processes.

### **Improved Candidate Experience**

Enhanced candidate experience through transparent, efficient communication.

### **Cost-Efficiency Gained**

Cost savings achieved through bulk background checks, aligning expenses with company budgets.

**See how Mitrattech solutions can enhance your HR compliance and streamline your employee onboarding processes.**

**Contact us for a personalized demo.**

# MITRATECH

## About Mitratesch

Mitratesch has a 35-year history as a leader in providing technology and services that empower organizations to manage risks, increase efficiency, control costs, and scale for the future.

On a mission to deliver cutting-edge legal and compliance solutions, Mitratesch partners with over 14,000 corporations worldwide to co-innovate the world's most intuitive, adaptable, and flexible platform. We help customers spend less time juggling multiple technology partners and avoid common point solution frustrations—including incompatible features, custom code, and no API integrations—by delivering cloud-based, automation-driven solutions.

The lines continue to blur across Legal, Risk & Compliance, and Human Resources, and Mitratesch is the trusted partner in driving clarity and collaboration across all these functions. From concierge-style Firm and Panel Management Services and intuitive cyber security to agile workflow automation and contract management, we've hand-selected our technology to address our customer's most complex problems across every industry.

To learn more, please visit [www.mitratesch.com](http://www.mitratesch.com).

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