



Building Success:

Flora-Bama Built a Safer Workplace with Our PEO

Size: Varies (300 to 1,200) | Industry: Hospitality/Restaurant and Entertainment



Amanda Dickens, HR Director, *Flora-Bama*

"Jim came in with no judgment. He said, 'Where do you need me? Let's start from the bottom, see what you're already doing, and let me help you.' We have absolutely flourished in this area."

Prior to Paychex

With more than 1,200 seasonal employees across bars, restaurants, and entertainment venues, Flora-Bama Enterprise found itself lacking a formal safety program. With high attendance events such as the Interstate Mullet Toss and Bulls on the Beach rodeo, Flora Bama hosts experiences that require careful planning and heightened operational oversight. These events increase the importance of comprehensive safety protocols, workforce training, and risk management.

Working with Paychex PEO

Flora-Bama gained dedicated Senior Risk and Safety Representative Jim Van Duzen, who conducts on-site inspections, builds OSHA-compliant written programs, delivers multi-lingual safety training, and analyzes workers' comp claims data by property, quarter, month, injury type, and peak hours. Within four years, Flora-Bama not only reduced slip-and-fall incidents and compliance risk that included cutting an OSHA fine by approximately \$4,000 one year, but it also elevated safety to a core operational priority.



0 — In three years, slip-and-fall incidents have decreased from 5 to 3 to 0

Challenges

- Informal OSHA compliance program
- High workers' comp claim frequency
- Seasonal workforce to train
- Multi-venue operations

Solutions & Key Features

[Onboarding >](#)

[Online Training \(LMS\) >](#)

[Safety Consulting >](#)



Reducing Slip-and-Fall Incidents

Paychex provides Flora-Bama with a dedicated Senior Risk and Safety Representative who has deeply embedded himself in the operation. Jim Van Duzen conducts regular site visits — working day shifts, night shifts, and major events — to identify potential safety issues. Jim's thoroughness helped institutionalize a culture of prevention that encourages employees to report issues.

OSHA Compliance / Incident Response

When a gas explosion in one of Flora-Bama's kitchens resulted in serious injuries to two employees and a subsequent OSHA inspection, HR Director Amanda Dickens received guidance from their Paychex safety rep through every step of the response — resulting in an approximately \$4,000 reduction on that single OSHA violation fine. The company also built a HAZCOM program with input from Jim, a program now embedded in new-hire orientation that covers chemical labeling and sticker protocol for the maintenance team.

Multi-Lingual Training for Workforce

Flora-Bama brings in approximately 130 international J-1 visa employees each spring. Jim Van Duzen is fluent in Spanish and Portuguese, so he works with their leadership to develop safety training materials and documentation in multiple languages. This proactive approach with seasonal onboarding reduces compliance exposure during the operation's highest-risk period.



A True Partnership

A relationship with Paychex goes beyond handling audits, handbooks, or job descriptions – it's a truly consultative partnership focused on helping businesses succeed.



Amanda Dickens, HR Director

"We created an [in-house] safety position because our Paychex rep showed executives how critical safety and risk mitigation is."

Build Your Success with Paychex

Learn how our technology, process improvements, and strategic input support businesses like Flora-Bama.

[Get Started](#)