

**Warren Packaging Inc. and  
Inland Empire Container LLC**

Packaging Industry | 38 Employees

Locations: Ontario, California

Previous HR Solution: Payroll Provider

**HR Snapshot****Meet Warren Packaging**And their sister company, Inland Empire  
Container

Great products deserve great packaging, and that's precisely what Warren Packaging aims to provide. Operating and growing out of Ontario, California, for over three decades, Warren Packaging continues to expand and obtain new technology, new facilities, and more capacity for delivering reliable, innovative packaging for all present and future customers.

**The Challenge**

Warren Packaging sought structure, stability, and ongoing support in their HR solutions. The pressure to provide a positive employee experience and effectively navigate legal compliance was often overshadowed by bigger, bolder goals: formalizing internal systems and redefining leadership.

**Welcome CoAdvantage**

Trusted partners of Warren Packaging since 2019, our HR specialists have been busy developing exceptional HR processes (think step-by-step onboarding) and addressing compliance concerns that Warren Packaging's internal teams just weren't equipped to handle.



*"If I didn't have CoAdvantage's support, I would be stressed out 100% of the time and our accounting department would be in chaos while I focused all my energy on HR. But CoAdvantage is with us and that really gives me peace of mind."*

Anh Nguyen

**The Problem: Strategy Minus  
Structure**

Warren Packaging has a clear vision for the future: lean manufacturing, continuous improvement, and the ability to provide safe, high-quality labels, corrugated boxes, and folding cartons. They've always had the strategy (and the people) they need to reach their goals, but what about their HR processes? That's where CoAdvantage comes in. By shaping, streamlining, and supporting their day-to-day HR operations, we've given their goals room to breathe and helped them avoid the threat of costly compliance mishaps, high turnover, and low productivity.

## The Solution: Expert PEO Guidance & Guardrails

No one can revamp HR all on their own. Thankfully, CoAdvantage has been steadily working behind the scenes to keep Warren Packaging's internal systems running smoothly. When Anh filled the role of HR and Accounting Manager in 2023, she was able to form strong relationships with our representatives and claims consultants to create robust, compliance-proofed HR processes. She can now focus her attention on being a supportive, friendly point of contact for employees while supporting the business's trajectory towards sustainable growth.

### A New Way to Greet New Hires

Welcoming employees and letting them know what they can expect is a critical aspect of smooth, successful HR. That's why CoAdvantage was quick to help Warren Packaging build up their onboarding process by introducing confidentiality agreements, pre-employment application forms, and an EEO reporting form. "When I first started, Warren Packaging had defined onboarding procedures, but no policies, documents, or onboarding packets for employees to sign and return" Anh reminds us. "I knew this would have to change." The best part? "Employees don't have to sit down with me and fill everything out together," Anh says. "They just get an email and the rest is easy." In the time she saves, she can focus on challenging, sensitive matters like terminations and employee benefits. Her reduced stress level empowers her to lead both the accounting and HR departments with confidence and ease.

## An HR Partner Who Always Picks Up the Phone

Whether it's a quick email or an impromptu phone call, CoAdvantage is consistently available when Anh needs a hand. "Their representatives have helped coach me through very difficult employee situations," she explains. "Now I know how to draft empathetic responses and approaches while still keeping Warren Packaging and Inland Empire Container in mind. They've guided me through layoffs, severance agreements, policies, employee benefits, even market salary data. The list really just goes on." That's next-level support and communication and, as we like to observe, it trickles down and impacts everyone at Warren Packaging in a positive way. Employees feel seen and heard and Anh feels like she's on sure HR footing.

### Confidence Meets Compliance

Worker's comp claims should effectively care for injured employees while also protecting the business. Managing that can be a lot of legal leg work but, as Anh has learned, the legal side of things is far more streamlined when CoAdvantage has her back. Although Inland Empire Container, the labor and production side of Warren Packaging's operations, is more susceptible to challenging worker's comp claims, these situations stand out in Anh's mind as step-by-step, perfectly manageable blips on her HR radar.

This is also true of layoffs and severance agreements. "Thanks to CoAdvantage we have a severance agreement template and all the criteria we need if layoffs need to happen," Anh says. "And our lawyer fee is a lot cheaper when we already have a template



in place.” Cost savings aside, compliance solutions like these are essential for keeping Warren Packaging running without the worry of potential fees and fines.

## The Results: An HR Framework for the Future

Warren Packaging and Inland Empire Container will undoubtedly continue to grow and, when they do, CoAdvantage will be right there with them, working diligently to avert legal trouble before it happens and balance the concerns of the organization and its employee base. We understand that the human side of business is truly the most important, and that’s why our representatives have stepped in and stepped up to refresh Warren Packaging’s approach to commonplace HR policies, practices, and processes. Leaning on Anh’s own HR expertise, we make an excellent team.

*“CoAdvantage’s helps give us structure and really improves our compliance standards. We’ve been able to manage more complex HR cases and honestly just run the business while...”*

*...CoAdvantage handles the HR side of things. I can see them being a core part of our strategy as we continue to grow.”*

Anh Nguyen

## Give Your Internal HR Team a Helping Hand

We’re your trusted partner in every phase of growth. From payroll and compliance to benefits and onboarding, CoAdvantage delivers dependable support that scales with your business. We understand the pressure growing companies face, especially when your team is lean and your goals are ambitious. Let’s ease operational pressure so you can focus on the big picture.

Whether you’re building your team, refining your operations, or planning for what’s next, we’re here to help.

## Rethinking how your business does HR?

[Request a quote](#) today to see what a CoAdvantage partnership can help your business accomplish.

