

Employer Flexible Opens New Billings Office to Champion Montana's Small Business Community

Billings, Montana (December 9, 2025) -- Employer Flexible, a relationship-driven HR outsourcing partner for small and mid-sized businesses, today announced the opening of its new Montana Service Center at 4018 Montana Sapphire Drive in Billings, Montana. The 3,410-square-foot space deepens the company's long-term commitment to Montana employers and positions the firm for continued growth across the northern markets it serves.

Employer Flexible first entered the Montana market in 2021 with an office in Transtech Center. The move to Montana Sapphire Drive marks the company's rapid growth across the state and its decision to invest in a flagship location that better serves local employers.

Designed by Collaborative Design architects of Billings, MT and Low Design Office of Austin, TX, the modern space is intentionally shaped around Employer Flexible's culture of familiarity, authenticity, and playfulness while supporting a horizontal, highly collaborative way of working. The open-plan environment incorporates local wood and soil tones, storytelling murals inspired by Montana ecologies and community history, and diverse, modular seating options to support a range of work styles and give team members and clients a vibrant place to connect and recharge. This approach underscores Employer Flexible's belief that comfortable, well-designed workplaces lead to stronger teams and better outcomes for clients.

"Montana business owners deserve a local HR partner that shows up, understands their world, and helps them grow," said Michael Hopkins, Chief Executive Officer of Employer Flexible. "This new Billings office is more than a relocation. It's a promise that we're here to roll up our sleeves alongside Montana leaders, take admin and compliance stress off their plate, and give them every advantage to build the companies and communities they care about."

The new office was brought to life by Helgeson Construction of Billings, MT and is part of a broader multi-state design effort with Low Design Office to create cohesive,

welcoming, and adaptable spaces across Employer Flexible's offices in Montana, Texas, Alabama, and Oklahoma.

"From the beginning, we wanted an office that felt like Montana and worked for local business owners," said Eli Johnson, Regional Sales Director at Employer Flexible. "We looked at other spots all across town, but we kept coming back to this one for the mountain backdrop, pond views, and the prime west-end proximity. It just fit the way our clients live and work."

Employer Flexible currently employs 14 team members out of its Billings office and plans to grow that number to more than 25 over the next two years. Together with the company's Houston Operations Center, the Billings office now serves as a primary northern hub, allowing Employer Flexible to add operations staff and tighten the connection between Montana and its other markets.

"This is a meaningful milestone in our growth story," said Wade Vielock, Vice President of Operations at Employer Flexible. "By investing in this Billings hub, we're doubling down on what has always set Employer Flexible apart: local, hands-on HR support that removes friction for business owners. This office gives our Montana clients faster access to our experts and added capacity for our team to serve more employers across the region without losing that relationship-first feel."

"Montana has always been a place where people value hard work, trust, and neighbors who show up when it counts," added Johnson. "That's exactly how we approach HR. Whether it's payroll and compliance, benefits, or day-to-day people issues, our team in Billings stands ready to help leaders shed administrative burden and stay focused on growing their business and taking care of their employees."

About Employer Flexible

Founded in 2003, Employer Flexible provides impactful, locally rooted human resource solutions to small and medium-sized businesses in Texas, Oklahoma, Montana, and Alabama. Through right-sized HR outsourcing, payroll, benefits, risk management, and hands-on strategic support, Employer Flexible champions the vision of ambitious business owners so they can lead boldly, worry less, and have every advantage to grow their teams, their companies, and their future.

To learn more about Employer Flexible, visit employerflexible.com.