



THE
PEOLINK, INC.



The PEO Link, Inc. remains dedicated to matching our customers with the highest quality PEO companies and services in the industry. Through careful analysis and market research. The PEO Link, Inc. will help customer lower costs while supplying superior benefits to the company and employees.

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www.thepeolink.com

PEO Services

Payroll Services

- Process Payroll, including job cost and multiple departments
- Handle OCIP, CCIP, and MCIP job costings
- Prepare certified payrolls
- Print and prepare paychecks and direct deposit vouchers
- Maintain employee and client records
- Set up and maintain online payroll systems and interface for clients
- Issue year end W-2 forms for employees

Workers' Comp and Safety

- Issue Workers' Compensation certificates
- File statutory Workers' Compensation Notice of Injury Reports
- Direct Medical Treatment
- Prepare and submit End of the Year OSHA 300 Reports
- 24 hour reporting of Catastrophic and/or Death Claims to OSHA
- Distribution of Workers' Compensation posters (state and federal)
- Prepare Loss Runs
- Provide Panel Physicians where required by state law
- Conduct loss control surveys
- Review and handle workers' compensation claims

Unemployment

- Handle state unemployment tax filings for employees
- Manage unemployment claims
- Attend unemployment hearings with clients by phone
- Process employment verification inquiries for employees

Benefits

- Access to "Large Pool" Group health plans
- Full administration of Health, Dental, and Vision plans
- Administer supplemental benefits such as short term disability and life insurance
- Handle COBRA compliance and administration for participants in group health program

Human Resources

- Employee Handbook
- Performance Reviews
- Training and Development
- Recruiting and Interviewing Assistance
- Employee Onboarding
- Job Description Development
- Employment Practices Liability Insurance (EPLI)
- Termination Assistance
- HR Guidance

401K Retirement Plan

- No Set Up Fee
- Multiple Employer Plan Available
- Employee contributions are tax deferred and fully insured

Compliance Assistance

- Compliance assistance with ERISA, ADA, EEOC, and EMLA
- Verify employment eligibility of new employees
- E-Verify
- ACA (Obamacare) compliance
- Local, State, and Federal compliance consultation

What is the true cost of Labor?

Payroll Tax

Social Security 6.2%

Medicare 1.45%

Federal Unemployment .6%

State Unemployment _____%

Total Tax Cost _____%

Employee Overhead

Your overhead includes the cost and time associated with managing the administration of the employees. This includes, payroll processing, tax reports and deposits, Workers Comp and safety management, benefits and retirement administration, and many other non revenue generating activities.

According to the Small Business Administration (SBA), the costs associated with employee overhead is estimated as a percentage of payroll below.

| Number of Employee: | 1-9 | 10-24 | 25-49 | 50+ |
|---------------------|-------|-------|-------|------|
| Overhead Cost | 8-12% | 4-8% | 3-6% | 2-5% |

Overhead Cost _____%

Workers Compensation

Workers Comp Code: _____

Workers Comp Rate: _____

Workers Compensation

Combine the Total Tax Cost + Overhead Cost + Workers Comp Rate

Workers Comp Code: _____

Total Labor Costs: _____





A PEO directly helps lower the cost of Labor.

What is a PEO?

A professional employer organization (PEO) provides comprehensive HR solutions for small and mid-size businesses. Payroll, benefits, HR, tax administration, and regulatory compliance assistance are some of the many services PEOs provide to growing businesses across the country. Small businesses that work with a PEO grow 7 to 9 percent faster, have employee turnover that is 10 to 14 percent lower employee turnover, and are 50 percent less likely to go out of business. PEOs also provide assistance on how to manage the historical exit of baby boomers from the workplace and entrance of the millennial generation.

See the Difference Joining a PEO Can Make

Companies that join a PEO have:

| | | |
|--|--|---|
| 50% | LOWER FAILURE RATE |  |
|  9% | HIGHER GROWTH RATE | \$ 21% SAVINGS ON HR ADMINISTRATION |
| 24-33% | LOWER TURNOVER RATE | |
|  2X | more participation in retirement plans |  |

Source: NAPCO 2014 White paper by Dr. Laura Bass and Dan McMurray

HIRING MILLENNIALS

THE GENERATION THAT CHANGES EVERYTHING



The PEO LINK, Inc.

A thousand issues can create worry during the course of a business day... handling your Human Resource should never be one of them.