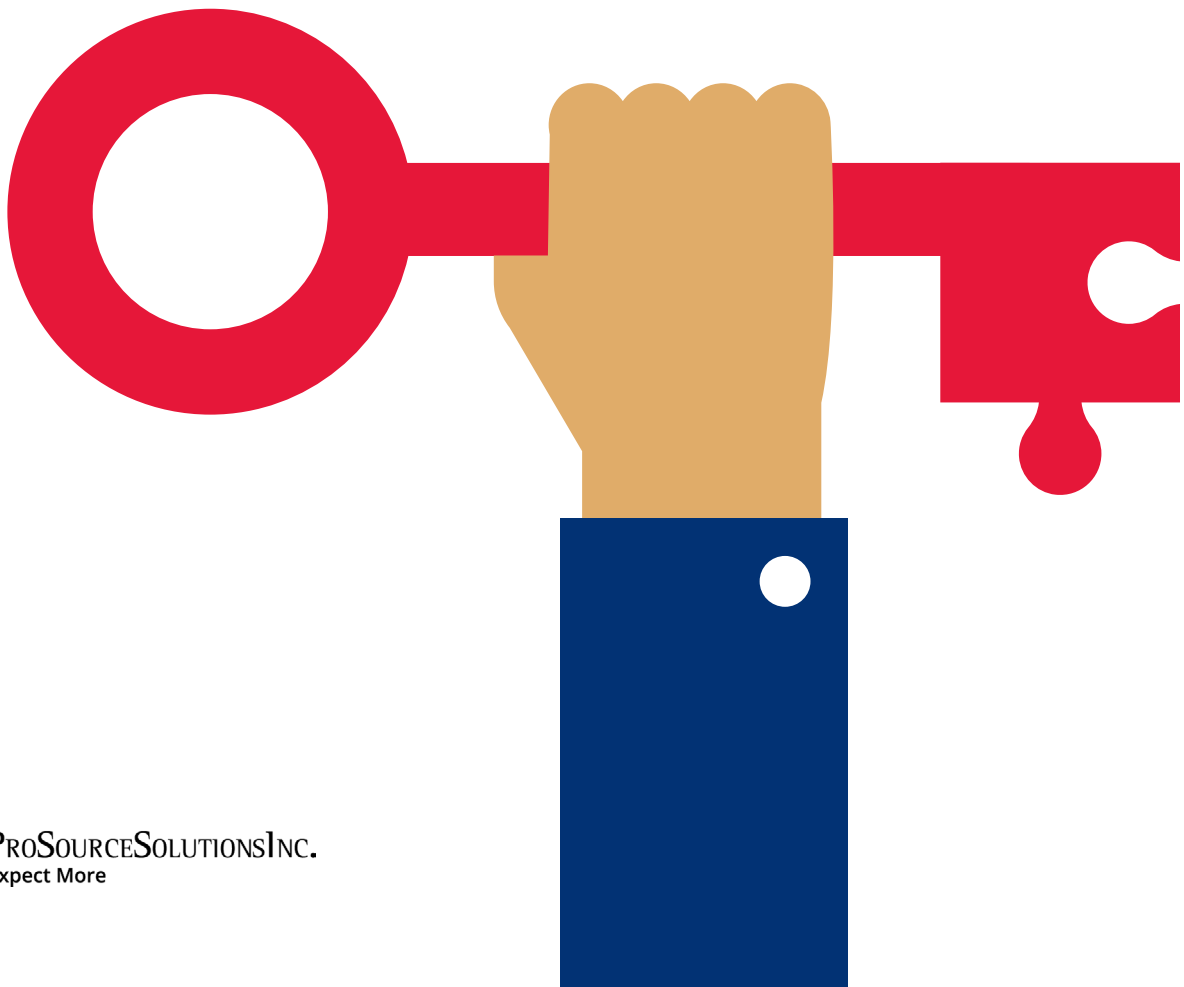


5 HACKS TO SIMPLIFY YOUR HR

Save time and reduce
administrative burdens



An illustration on a dark blue background shows several hands of different skin tones (tan, brown, and light skin) placing puzzle pieces. The puzzle pieces are white and red. One hand is placing a white piece at the top, another a red piece in the middle, and a third a white piece at the bottom. The pieces are arranged in a curved path.

Before we dive into how a PEO can propel your company's growth and success, let's address a key question:

What exactly is a PEO?

A Professional Employer Organization (PEO) functions as a co-employer alongside your business. They provide a range of HR services, including payroll, benefits administration, and compliance assistance. This helps streamline HR tasks, open doors to better employee benefits, and ensures your company stays on the right side of legal regulations.

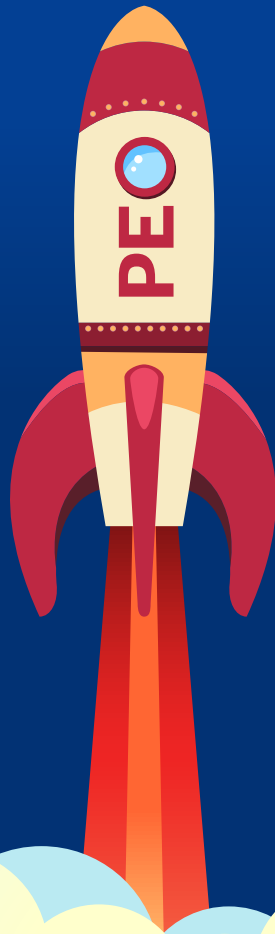
Employee Loyalty: On the Brink, But Not Extinct

The current situation presents a challenge: traditional employee loyalty is under significant strain. The “Great Resignation” serves as a stark warning, potentially signalling a trend that could escalate. Studies suggest a workforce **turnover rate as high as 50%** within the next few years is a realistic possibility.

While some might jump ship for better pay or perks, those aren’t the primary reasons most update their resumes. Research indicates a stronger pull towards opportunities where employees **feel valued**, see **growth potential** and experience a **sense of connection** with colleagues and managers.

For many companies, this scenario is a nightmare. They’re often understaffed already, with existing employees feeling overworked, undervalued, and underpaid. However, a shift in perspective offers a solution: **treating employees as individuals and trusting them to take ownership fosters a sense of reciprocity and loyalty.**





This is where Professional Employer Organizations (PEOs) can be a game changer.

Here are **5 ways PEOs can help** you navigate this crisis and achieve success:



1. HR Services



2. Payroll Services



3. Benefits Management



4. Employment Law



5. Recruiting Services

HR Services

The people who work for your company are one of its most valuable and important assets. Therefore, you want a human resources (HR) team that respects what they offer and can maximize their potential.

Furthermore, you want a team that understands employment laws and other compliance issues.

For instance, if an employee files a complaint, you want to be sure that the company takes it seriously and doesn't engage in any actions that could be misconstrued as harassment or retaliation.

Outsourcing your HR department can save both time and money as a third-party provider will have systems in place to meet your needs and budget. In addition to taking care of day-to-day issues, the folks at ProSourceSolutions can also help your business accomplish its long-term goals.

For example, you may want to put a succession plan in place or help a younger employee take steps to become a key employee over the next several years.



Payroll Services



Paying your employees as promised is one of the most important responsibilities that you have as an employer.

Outsourcing payroll to an outside provider can help to **ensure that your people are paid on-time** and for every minute that they worked during a given pay period.

Partnering with a trusted payroll provider such as ProSourceSolutions can also help to ensure that you **comply with tax and other reporting rules**. Each pay period, FICA and federal income taxes must be withheld from each worker's paycheck. It may also be necessary to withhold state income taxes depending on where the employee is located as well as any amounts garnished by creditors.

Working with our team means that the correct amount will be withheld and remitted in a timely manner. Partnering with ProSourceSolutions also means that you'll have access to labor cost and other reports while employees will have access to current and past records regarding their pay and benefits.

Benefits Management

Offering health insurance, paid vacations or other benefits may help to attract quality workers.

However, **managing your benefit plans requires time, money and effort** that could detract from your goal of growing your company.



Furthermore, a number of tasks such as creating qualified domestic relations orders (QDROs) or managing workers' compensation claims can also fall under the benefits management umbrella. Therefore, it's important to have a team such as the one from ProSourceSolutions to help you with these and other key functions.

Our team can also help your company comply with HIPPA, COBRA or other privacy rules. In many cases, failure to comply with these rules can result in significant fines from Government agencies. Your company could also be at risk of lawsuits from employees and others harmed by a corporate data breach. **Ultimately, hiring a benefits management team is an affordable way to avoid the negative consequences of such an event.**

4 Employment Law

Navigating the legal landscape of employment law can be complex. PEO services can help simplify this process by assuming certain employer responsibilities. Here's a glimpse into some crucial federal laws impacting your business:

Minimum Wage and Overtime: The Fair Labor Standards Act (FLSA) sets minimum wage standards and overtime rules for most employees.

Health Information Privacy: The Health Insurance Portability and Accountability Act (HIPAA) safeguards the privacy of employee health information.

Continuation of Health Coverage: COBRA allows qualified individuals to continue group health coverage after job loss, though specific employee thresholds apply.

Workplace Safety: The Occupational Safety and Health Administration (OSHA) ensures safe working conditions.

Employee Leave: The Family and Medical Leave Act (FMLA) grants eligible employees unpaid leave for specific family and medical reasons.

Discrimination Protection: Title VII of the Civil Rights Act prohibits discrimination based on race, religion, national origin, sex, and more.

Disability Rights: The Americans with Disabilities Act (ADA) safeguards individuals with disabilities from employment discrimination.

Age Discrimination: The Age Discrimination in Employment Act (ADEA) protects employees from age-based discrimination.

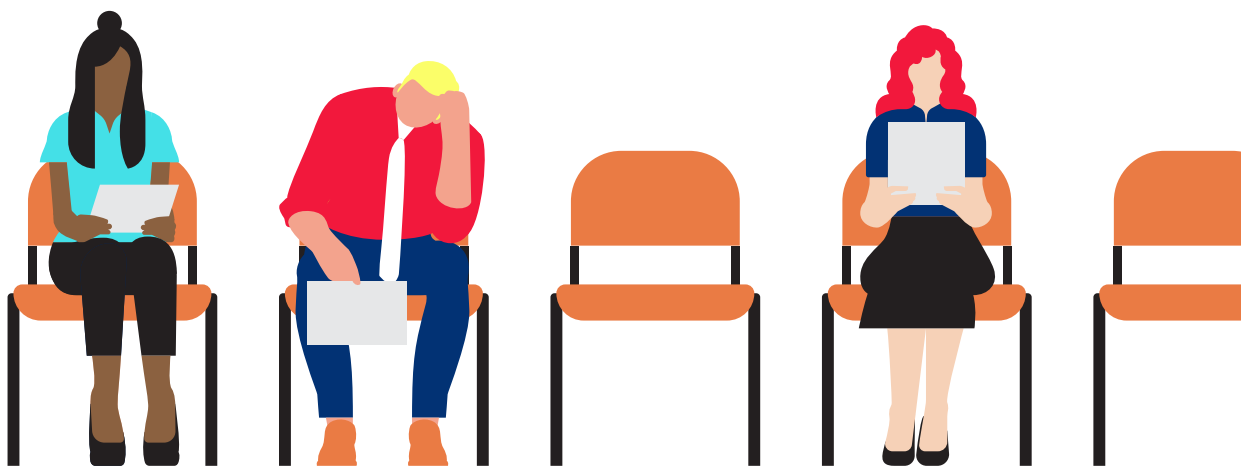


5 Recruiting Services

An employee who doesn't fit the company culture is unlikely to be successful.

Of course, it can be difficult to avoid hiring bad culture fits if you don't actually understand what you're looking for.

With the help of a PEO provider, you can find the talent that your company needs in a timely and efficient manner.

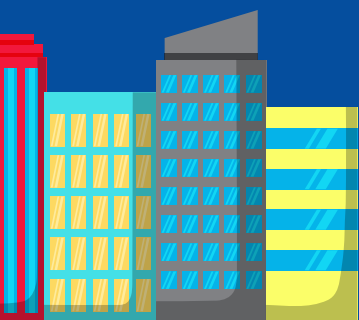


A PEO provider will scour social media and other avenues to advertise positions to those who might otherwise not know that your company is hiring. In addition, **a PEO provider can evaluate a resume, conduct interviews and conduct background checks.**

Doing so can help to filter out candidates that talk a good game but won't add value to your organization. Although there is an upfront cost to partnering with a talent recruiting service provider, your business will typically recoup that investment relatively quickly. This is because you won't have to deal with the costs associated with high turnover or poor employee morale.

Still not sure if you should get a PEO?

Here are more facts that might help you decide.



Small businesses that work with a PEO grow **7 to 9 percent faster**



The **return on investment** of using a PEO, in costs savings alone, is **27.3%**

17%

The **PEO industry's 208,000 clients** represent **17% of all employers** with between 10 and 99 employees.



Employee turnover with a PEO is **10 to 14 percent lower**



Small business with PEO services are **50% less likely to go out of business**

How can we help you?



PROSOURCE SOLUTIONS INC.
Expect More

We know people come first

ProSourceSolutions can help you provide improved benefit programs by utilizing organization systems that are proven to be both efficient and effective, all within an environment that focuses on employees and is conducive to operational excellence and growth.

Our services

Benefits Management Services

HR Outsourcing Services

Employer & Employee Training

Payroll Outsourcing Services

Risk Management Services

Industries we work with

-  Banks
-  Venture Capital
-  Surgery Centers
-  Machine Shops and Disaster Cleaning
-  Medical Clinics
-  Supply Companies
-  Plumbing and Electrical Contractors
-  Oil & Gas Distributors
-  Oil and Gas Engineering
-  Real Estate
-  Hospitals
-  IT
-  Apartment Building Management
-  Law Offices
-  Restaurants
-  Engineering and Software





Simplify HR. Focus on growth.
Partner with us.

Visit prosourcesolutionsinc.com

