

The
XL 
PEO
Choice



Human Resources Solutions and Services



SIMPLIFY HUMAN RESOURCES AND EMPLOYEE MANAGEMENT

For small and mid-sized business owners, keeping up with changing employment regulations, handling time-consuming HR tasks and managing HR compliance in-house isn't easy. Outsourcing these responsibilities to **XLPEO** is.

XLPEO is a Professional Employer Organizations (PEOs). We have been helping businesses be more successful for over 20 years. Let us help you!



Why Choose XLPEO?

the focused
company

FOCUS ON BUSINESS GROWTH, NOT HR

- ✓ Eliminate time-consuming HR administrative tasks
- ✓ Simplify employee management
- ✓ Streamline payroll
- ✓ Stabilize your workers' compensation costs
- ✓ Offer employee benefits such as healthcare and 401(k)
- ✓ Access funding sources for your payroll
- ✓ Benefit from our relationships with companies such as:

worklio

AvMed Embrace
better health.

UnitedHealth Group

advance
PARTNERS

StateNational
Simplifying insurance
so you can get to business

SUNZ
INSURANCE

TRAVELERS

Advent Health

TRANSAMERICA

HELLO
covered

kestrel group

BlueCross
BlueShield

payro

workberry

Zywave University



THE
HEALTH BENEFIT
ALLIANCE

Working with a PEO

A RELATIONSHIP THAT DRIVES BUSINESS SUCCESS

A Professional Employer Organization provides comprehensive HR solutions for small and mid-sized businesses.

A PEO enters into a partnership relationship with the businesses they serve, becoming the employer of record for tax and compliance purposes. The PEO contractually assumes responsibilities for administrative functions such as payroll if you select co-employment PEO type. In all types, PEO and ASO, you pay the PEO to cover the associated costs (payroll, taxes, etc.) and administrative fees. You retain control over day-to-day operations and decision-making.

- ✓ Grow 7-9% faster
- ✓ Have 10-14% lower turnover
- ✓ Are 50% less likely to fold
- ✓ Experience higher employee satisfaction
- ✓ Report double the annual median growth of comparable companies that don't use a PEO

Solutions and Services

EVERYTHING YOU NEED IN ONE EASY PLACE

We believe small and mid-sized business owners deserve the benefits of large companies. So do their employees. That's why we make it easy to access a full suite of HR-related solutions and services in one place:

- ✓ Human Resources Administration
- ✓ Workers' Compensation
- ✓ Risk and Safety Management
- ✓ Claims Management
- ✓ Employee Time Tracking
- ✓ Payroll Administration
- ✓ Employee Benefits and Perks
- ✓ Hiring and Recruiting
- ✓ Payroll Funding

Human Resources

HUMAN RESOURCES SERVICES

- ✓ Administration of the Family Medical Leave Act
- ✓ Implementing a drug-free workplace
- ✓ Pre-employment assessment tools, background checks and employee assistance programs
- ✓ Employment applications (bilingual available)
- ✓ Wage and hour consultations, including referrals to specialists for complex issues
- ✓ Providing advice on existing HR policies
- ✓ Developing employee handbooks (English and Spanish)
- ✓ State unemployment claims processing (hearing coordination, client coaching, and participation where required)
- ✓ COBRA, HIPAA, FLSA, ADA, PROWRA, IRCA

Workers' Compensation

STABILIZE COSTS

A trusted partner works with you as a co-employer to lower your workers' compensation costs. Benefit from pay-as-you-go premiums, A-rated carriers, and no year-end audits.

PROACTIVE LOSS PREVENTION

A dedicated risk management team helps to make sure your business is up to par in every safety aspect.

CERTIFICATE OF INSURANCE

When you need proof of workers' compensation, simply call or fax our representatives (most requests handled within 24 hours).

QUICK AND EASY CLAIMS ADMINISTRATION

Get support from a claims specialist assigned to your business. If you do experience a claim, we will walk you through every step.

Risk and Safety Management

RISK AND SAFETY MANAGEMENT SERVICES

- ✓ Dedicated professional safety manager
- ✓ Development of professional safety manuals and handbooks
- ✓ Professional code audits for accuracy and compliance
- ✓ Customized safety and training programs
- ✓ One-on-one consulting to improve your risk and safety programs

Claims Management

CLAIMS MANAGEMENT SERVICES

- ✓ Fully staffed, licensed and certified claims managers in all states
- ✓ Dedicated live claims support 24/7
- ✓ Dedicated First Report of Injury intake programs
- ✓ Advocacy with carriers for prompt attention and reduced claims
- ✓ Reduced claims costs through dedicated support and follow-up
- ✓ Aggressive programs to get your employees back to work sooner!

Payroll Administration

CUSTOMIZABLE PAYROLL SOFTWARE

XLPEO partners are proud to use **UKG** payroll software.

Our purpose is people

FLEXIBLE PAYROLL REPORTING OPTIONS

Options include time clocks, mobile, and timecards.

DETAILED PAYROLL REPORTS

Payroll reports, billing reports, payroll registers, departmental summaries, and even job costing can be at your fingertips each payday.

DIRECT DEPOSIT AND PAYROLL DEDUCTIONS

Provide employees with the safety and convenience of direct deposit. Our payroll processing partner can also administer voluntary and court-ordered payroll deductions such as deductions for uniforms and tools, child support payments, and IRS garnishments.

Hiring and Recruiting

HIRING AND RECRUITING SERVICES

Let us connect you with tailored hiring solutions and a team of seasoned recruiters and HR specialists at highly competitive, negotiated rates.

- ✓ Support options for filling a single role or many
- ✓ A cutting-edge, AI-driven hiring platform
- ✓ Cost-effective job advertising
- ✓ Advanced sourcing techniques to find the best candidates
- ✓ Efficient candidate screening and assessment
- ✓ Streamlined hiring process to reduce time-to-fill
- ✓ Personalized support and regular updates for a seamless experience

Payroll Funding

PAYROLL FUNDING TO KEEP BUSINESSES MOVING FORWARD

- ✓ Multiple solutions partners
- ✓ Get the funds you need fast – avoid payroll funding emergencies
- ✓ Meet your payroll obligations on time – don't let a financial delay cost you valuable employees
- ✓ Easy applications and terms
- ✓ Have a plan in place – compare payroll funding terms and rates before you get in a bind

Custom Proposal

Get your XL-PEO free comparison today,
If it shows improvement can be made,

then **WE SUGGEST**

- 1 – Get to know you better
- 2 – Full proposal presented
- 3 – Answer all questions
- 4 – Prepare for a great future

But whatever you do,

**YOU HAVE TO KEEP
MOVING TOWARD BEING
THE BEST.**



