



HealthPass NY PEO  
powered by DecisionHR



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# 2 Pathways – Exchange & PEO





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# The PEO Relationship

PAYROLL AND HR



WORKERS  
COMPENSATION

HEALTH  
INSURANCE



Empire  
BLUECROSS

An Anthem Company

# How do I sell this?

| Company   | Solar Power Tower  | Triple A CPAs  |
|---|--|--|
| Payroll and Employees   | 35 employees and \$3,000,000 in gross payroll  | 35 employees and \$3,500,000 in gross payroll  |
| Workers Comp  | Approx \$26 per \$100 in payroll or \$780,000<br><b>SAVINGS 25% or \$195,000</b>       | Approx 20 cents per \$100 in payroll or \$7,000<br><b>SAVINGS \$1,750</b>              |
| Health Insurance (20 on benefits)   | Premiums \$204,000<br><b>SAVINGS \$20,400</b>  | Premiums \$204,000<br><b>SAVINGS \$20,400</b>  |
| Costs/Savings to the Group  | \$100 PEPM = Admin cost of \$42,000 per year<br><b>SAVINGS \$215,400</b>               | \$100 PEPM = Admin cost of \$42,000 per year<br><b>SAVINGS \$22,150</b>                |
| Commission to the Broker<br>20% of Admin on all Employees<br><i>PLUS BROKER BONUS</i> | \$8,400<br><u>Broker Bonus: \$6,240</u><br>Total Annual Commission:<br><b>\$14,640</b> | \$8,400<br><u>Broker Bonus: \$6,240</u><br>Total Annual Commission:<br><b>\$14,640</b> |

# Did she say “Broker Bonus” ...



- \$26 per contract
- Paid with no end date
- New PEO business to Empire
- Formal details to come

# Admin Fee and what's included?

- % of Gross Payroll
- Per Employee Per Month



# Payroll

- Payroll calculations, printing, and delivery
- Employee direct deposit into multiple accounts
- Payroll checks signed and sealed into envelopes
- Cash debit cards with check writing availability
- Vacation, holiday, and sick pay tracking
- Voluntary deductions (such as employee loans and uniforms) – Compliance and tracking
- Mandatory deductions (such as child support, IRS, and levies) – Compliance and tracking
- Tax payments and related quarterly and annual reporting (such as 940 and 941 federal taxes, state unemployment, and federal withholding tax)
- General ledger uploads
- Online payroll

# State and Federal Compliance

- Employee handbooks, progressive counseling process, termination guidelines, exit interview guidelines and forms
- Sample HR policies, forms, and best practices
- Compliant state and federal worksite posters

# Additional Included

- Employee Self-Service tools to reduce paperwork and data entry
- W-2, 1095 preparation
- COBRA, FMLA & Section 125 administration

# Unemployment Services

- Maintain compliance with state new hire reporting requirements
- File timely and accurate unemployment tax reports
- Respond to the Department of Labor's request for separation information, using your documentation
- Represent the employer in unemployment claim hearings and appeals

# Employee Relations

- Employee onboarding support
- Employee orientation programs, employee development best practices, skills assessments
- Performance management solutions and performance appraisal assistance
- Development programs, HR video library
- Sample HR policies, forms, and best practices
- Counseling/discipline documentation
- Coaching for any employment matter (authorized supervisors and managers)
- Toll-free number for employee questions and assistance

# EPLI – Included...

- What is EPLI
- Why included?
- Deductibles

# Benefits of Using a PEO

- Small businesses grow 7% faster
- Employee turnover is 23%-32% lower
- Businesses 41% more likely to report growth in 2020
- 119% more likely to have received a PPP loan
- 60% less likely to have permanently closed

Thank you!