

As your business evolves, look to us as your trusted advisor.



A more human resource.™

Do you have the right HR tools and infrastructure to **scale your business?**

Do you have the right HR insight to make **smart decisions?**

Has your business implemented cost-effective strategies that **drive profitability?**

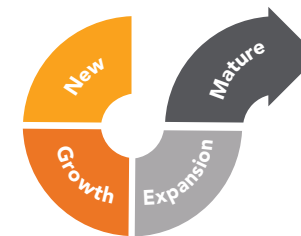
Are you **optimizing** your **workforce** to help ensure continued success?

43% of small biz owners say having to **wear multiple hats** is the most difficult aspect of running their business.¹

Companies that implement a human capital management strategy are able to **reduce their Total Cost of Ownership by 26%**.²

Companies that adopt "data-driven decision making" achieve **5-6% greater productivity**.³

Companies driving high engagement have **10% higher customer ratings** and **22% higher profitability**.⁴



Company Lifecycle

From recruitment to retirement,

we help power and protect your business with HR expertise, comprehensive benefits offerings, scalable technology and compliance solutions.



Talent Acquisition

- Online Job Postings* & Applicant Tracking
- Job Descriptions
- Recruitment Services*
- Background Screening*
- Drug Free Workplace Programs*



Talent Management

- Skill Set & Behavioral Assessments
- Employee Feedback Tools
- Employee Development
- Performance Management



Business Insights

- Compensation Strategies
- Workforce Planning
- HR Guidance
- Comprehensive Benefits Strategy



Employee Communication

- Content Management
- My TotalSource® Employee Portal
- Handbooks & Policies
- Employee Service Center
- Total Compensation Statements



Payroll & HR Administration

- Payroll Administration
- Time & Labor Management*
- Human Resource Management System
- Mobile Solutions



Benefits Management Tools & Administration

- Fortune 500®-Caliber Benefits
- Full-Plan Administration
- Voluntary Benefits
- Employee Assistance Program
- Employee Discount Program



Risk Mitigation & Compliance

- Risk Management & Safety
- Employment Practices Liability Insurance
- Legal Defense Benefit
- Audits & Investigations
- Affordable Care Act (ACA)



Retirement Savings Plan

- 401(k) Multiple Employer Plan
- Retirement Savings Tools
- Flexible Plan Design
- Co-Fiduciary Liability
- Dedicated Administrative Support

Delivering measurable business benefits via your most valuable asset – your people.

SOURCES: (1) *Constant Contact*, 2015. (2) *NelsonHall*, 2014 (3) *CIO Insight*, 2013. (4) *Gallup*, 2013

*Additional fees apply.

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