

KEEP YOUR FOCUS

where it matters

JOIN THE LARGEST SMALL BUSINESS BUYING GROUP

- REDUCE YOUR LIABILITIES
- OPERATE BETTER WITH BETTER SOFTWARE
- REDUCE YOUR HEALTH INSURANCE COSTS UP TO 17% ON THE AVERAGE
- REDUCE YOUR WORKER'S COMP COSTS UP TO 30%
- INCREASE YOUR EFFICIENCIES
- STOP WASTING YOUR TIME AND YOUR EMPLOYEE'S TIME ON BUSY WORK
 - AND FOCUS ON SALES AND GROWTH!
 -

RECOMMENDED BY: The Harvard Business Review, Warren Buffett, Jack Welch and Entrepreneur Magazine

SBE 479.ORG 

Entrepreneurs don't go into business to worry about HR AND PAPERWORK AND DEALING WITH REGULATIONS.

For years, small business owners have been forced to spend precious time and money cobbling together an in-house HR infrastructure with solutions from a handful of external providers. What they found was a dizzying combination of regulations, administrative headaches, and escalating costs.

Today, forward-thinking executives have learned that the best strategy is the SBE479.ORG strategy. Partnering with us allows them to devote their finite resources to what they do best and outsource the rest. That's why thousands of business owners trust us to manage the ever-growing complexity of their HR responsibilities.

With SBE479.ORG, small companies finally have a trusted partner to help them contain HR costs, minimize employer-related risks, relieve the administrative burden of HR — and gain the focus they need to realize their ambitions.

ADVANTAGES OF BEING AN SBE479 ORGANIZATION MEMBER

- Reduction of Group Health Insurance Premiums on the average 16%
- Relief of liabilities including penalties and fines from D.O.L., O.S.H.A., E.E.O.C.,
 - AND even the I.R.S. (for many issues)
- Ask about our \$5 Million Penalty and Fine Guarantee
- “Who you gonna call when you are audited by the DOL” – 479
- Reduction of Worker’s Compensation up to 30% and in some cases
 - dividend eligible even for small groups
- Lower Group Insurance Renewals - averaging 4% to 5%- *no surprises*
- Ability to provide other Fortune 500 benefits without administration
- Decreased employee turnover by 23% according to industry averages
- 50% higher survival rate of startups who use these programs
- Access to integrated operating systems that increase efficiencies, reduce wasted busy work, reduce liabilities, and reduce costs directly and indirectly
- Provides better buying power and negotiation leverage for various services by accessing larger buying group.
- Provides business owners additional sleep insurance by transferring and sharing the fiduciary liabilities that often can pierce the corporate veil.

“Big Company” Support for Employers and Employees

Today’s pace-setting executives understand the importance of giving their company a competitive advantage through stellar HR processes and services. With SBE479.ORG, small companies outsource their core HR processes and enjoy a comprehensive set of services that are typically available only to much larger organizations.

For employers, these end-to-end services include:

- Complete payroll and tax services in all 50 states
- The broadest choice of benefits packages with unparalleled depth and richness
- Crucial protection from employer-related risk and compliance
- Strategic human capital guidance tailored for your industry

For employees, services include a suite of high-caliber medical plans, voluntary benefit offerings such as pre-tax FSAs and HSAs, and online self-service features.

By transforming a traditionally high-overhead HR function into a series of services that empower all levels of an organization, we allow executives to focus on what they do best—while improving the lives of their employees and their families.

EMPLOYEE	EMPLOYER
	
▶ Comprehensive Health Benefits	▶ Human Capital Plan
▶ FSAs, HSAs, and other Voluntary Benefits	▶ “Big Company” Benefits and Administration
▶ Payroll Deductions and Direct Deposit	▶ Benefits Funding Strategies
▶ PTO and Leave Processing	▶ Multi-State Payroll Processing
▶ Online Pay Stubs and W-2s	▶ End-to-End Workers’ Compensation
▶ Online Benefits Enrollment	▶ Policies, Procedures, and Handbooks
▶ Benefits Comparisons, Calculators	▶ Onboarding and Termination
▶ Employee Relations	▶ Premium 401(k) Plan
▶ Employee Perks	▶ Labor and Benefit Law Compliance
▶ COBRA and EAP Services	▶ Human Capital Dashboards

SBE479.ORG'S STRATEGIC SERVICES:

Supporting Your Company's Growth

Our Strategic Services are tailored to meet the needs of companies at every point in their lifecycle—whether it's a small business of 20 employees or an expanding company of 100 and growing. These services equip you with an unparalleled ability to acquire the best employees, align workforce goals with high-level company objectives, drive new levels of performance and productivity, and develop and mentor your future leaders.

- **Performance Management** increases employee productivity by ensuring clear alignment of employee and company goals.
- **Leadership Training** trains and develops your managers.
- **Talent Acquisition** helps you recruit the very best talent to your company.
- **Career Transitions** supports your terminated employees as they move to the next step in their careers.
- **Corporate Ethics Program** provides incident awareness and resolution best practices in support of governance, risk, and compliance initiatives.
- **Team Accelerator** develops strong teams by assessing each individual's talents and strengths as they relate to team performance.
- **Compensation Consulting** helps you define your compensation strategy, developed to meet your business objectives.
- **Time and Attendance** provides a comprehensive management solution for all your employees, including hourly and project-based labor.
- **Expense Management** automates the entire expense reporting process so it can be managed from a smart phone, tablet, or computer.

All these services are integrated through a single sign-on to SBE479.ORG's world-class HR platform, making it easy for customers to integrate these capabilities throughout their organization.

ROI of HRO

SBE479.ORG studied eight clients who deployed SBE479.ORG for at least three years to quantify the bottom-line business impact and organizational effectiveness that our HR management solution brought to them.

All eight companies had in common a fast-paced high growth scenario with limited resources. The results showed an average 3-year NPV ROI of \$707,000 or 394%, with a payback period of less than 3 months.

Average Tangible Value Drivers: Reduced/Avoided Costs	Average Year 1	Average 3-Year NPV
Savings from reduced cost of benefits premiums	\$146,000	\$339,700
Savings from reduced cost of benefits administration	\$3,000	\$7,770
Savings from avoided need to hire/add HR staff	\$86,800	\$250,700
Savings from reduced payroll processing costs	\$18,000	\$55,000
Savings from avoided legal fees	\$5,000	\$13,360
Savings from reduced undiscovered payroll error	\$36,400	\$119,000
Savings from reduced HR staff data entry costs	\$9,000	\$24,600
Savings from avoided employee communications	\$7,500	\$18,500
Savings from avoided cost of HRIS/HRMS solutions	\$29,400	\$29,300
TOTAL AVERAGE TANGIBLE BENEFIT:	\$341,000	\$857,900
ROI:	\$286,800	\$707,400

SBE479.ORG'S TECHNOLOGY:

Power and Efficiency: SBE479.ORG's 100% Paperless, Web-Based Platform

Most companies would be hard-pressed to invest over \$30M into building their technology infrastructure. But that's precisely what we've done — creating role-based, self-service capabilities to help employees, managers, and executives access the information they need, when they need it. When you work with us, you're leveraging our investment for your benefit.

All of SBE479.ORG's services are supported by a web-based, PeopleSoft-Oracle technology platform. So unlike other HR providers, SBE479.ORG's sophisticated workflow capabilities completely eliminate all paperwork and manual effort. Our platform offers employer-level applications to help manage crucial tasks such as benefits and compensation planning. Advanced analytics and reporting capabilities give executives the HR metrics, actionable insight, and answers they need to run their business and stay ahead of their competition. What do you get with SBE479.ORG? Power and efficiency.

LEADING-EDGE ONLINE SERVICES

SBE479.ORG equips your managers and staff with the self-service features and real-time data to perform crucial tasks such as:

- Hiring and terminating employees online
- Adjusting employee pay and status levels
- Viewing real-time employee and benefits data
- Building and running custom reports
- Accessing human capital and accounting dashboards
- Creating compensation reports

Employees can:

- View and manage their payroll information
- Enroll in benefits
- View their paystubs and W2s
- Participate in online training programs



EXECUTIVE

- My Company Set Up
- My Staff
- Benefits Decision
- Performance Management



MANAGER

- My Report
- Workflow Inbox
- Talent Acquisition
- Compensation Planner



EMPLOYEE

About Me	My PTO
My Pay	My Training
My Benefits	My Company
My Time	Open Enroll

SBE479.ORG'S SERVICE TEAM:

The Industry Standard for “High Touch” Support

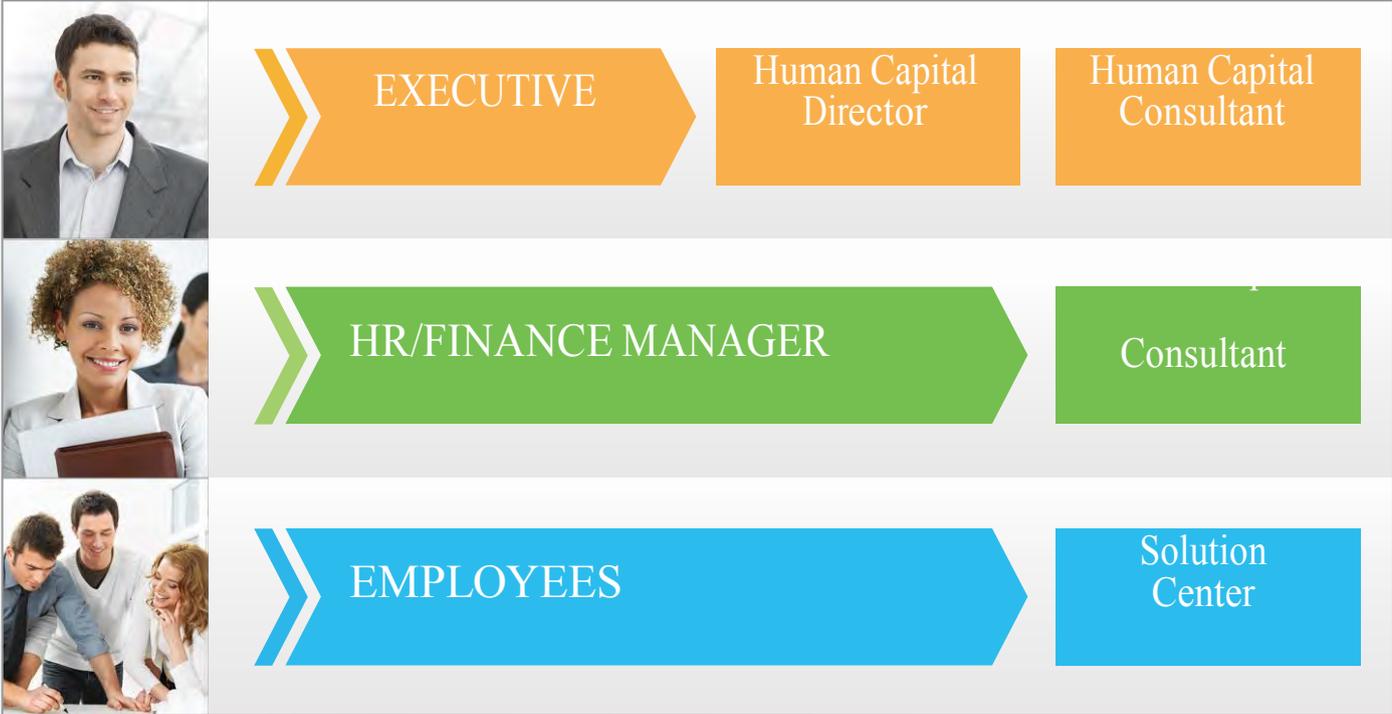
As a SBE479.ORG client, you will be protected and guided by a network of dedicated human capital specialists and experts. Our unique service model matches the needs of your company’s workforce to specific members of our service team, ensuring a high level of customer service and attention throughout your organization.

The SBE479.ORG Service team includes:

- The SBE479.ORG Human Resources Director, who manages a direct relationship with C-Level executives

- The SBE479.ORG HR Human Capital Consultants, who provide best-practices expertise, guiding you through complex issues such as compliance, pre-employment screening, termination procedures, safety plans, and employee record management
- The Account Services Consultant, who offers support for day-to-day benefit and payroll issues
- The Solution Center, ensuring a rapid resolution to common HR challenges

We are at the forefront of delivering “high touch” support to small businesses, and we offer the highest service levels in the industry.



The Bottom Line: Your Life is Better with SBE479.ORG

Small company executives have typically been forced to tolerate the challenges associated with their human resources function because they had no alternative. They had to use precious time and energy on HR administrative details, assuming full responsibility of employer-related risk and working to contain costs.

Today, more than 130,000 small companies trust SBE479.ORG to offer a better way. From executives to employees, all levels of an organization gain the advantages of “big company” HR processes and services — and a trusted partner to help contain HR costs, minimize employer-related risks, and relieve the administrative burden of HR.

A Partial 479 Service Checklist

Benefits

- Fortune 500 benefits at 16% less cost than your existing group insurance costs. Provides “day one” coverage for new hires
- Contains no individual underwriting
- Ensures the depth and flexibility of choice you need

Technology

- Supports its service with a brand-name human resources information system
- Offers online, role-based systems for both managers and employees
- Enables easy administration of a multi-state workforce
- Automates processes such as Paid Time Off, Benefits Enrollment, and Employee Onboarding/Offboarding

Service Team

- Provides clear processes and systems for ensuring transparency and accountability
- Employs human capital consultants that are 100% certified/credentialed
- Conducts best-in-class human capital audits to ensure your company’s compliance

Services As You Grow

- Provides as needed additional services such as Talent Acquisition and Performance Management
- Enables your organization to succeed at each stage in its lifecycle

Other Due Diligence

- Payroll services in all 50 states
- Workers Compensation from an A++ rated carrier
- Financial performance validated by Employer Services Assurance Corporation (ESAC)
- Strong customer references from companies in your industry



Put the power of SBE479.ORG to work for your company.

Let us put our Buying Group to work for you... and help you focus on business success.

To learn more about how SBE479.ORG can support your organization: [VISIT US ONLINE](#)

Go to SBE479.ORG for more information on the power of the Federal Act that allows you run a small business better.

CONTACT US DIRECTLY

Speak with a SBE479.ORG representative at 844.479.TEAM.

Or email us at:

COMPLIANCE@SmallBusinessEfficiencyActS479.org

