

The Insperity MidMarket Solutions Service Model



ATTRACT The strategies that position a company to attract the best talent available (branding, compensation, employee benefits, recruiting)

RETAIN Those strategies associated with retaining your talent (culture, engagement, work/life balance, career pathing, compensation)

MAINTAIN Strategic implementation for driving efficiency in the compliance/administrative components of employment (local, state, federal regulations, processing/storing information, documentation, organizational policies/procedures)

DEVELOP The strategies to maximize the value of each employee (training/mentoring, goals, feedback, professional development)

REWARD Those strategies that drive the greatest ROI/productivity (incentive compensation, rewards and recognition programs)

YOUR COMPANY

INSPERITY



COMPLIANCE/ADMINISTRATIVE SERVICES

PAYROLL ADMINISTRATION

- Payroll Processing
- Tax Deposits
- W-2s/W-4s
- Accounting Interface
- Garnishment Processing
- State-Specific Payroll Compliance
- Disaster Recovery
- Employee Expense Reimbursement
- Records Management

BENEFITS

- Procurement
- Design
- Education
- Enrollment
- 125 Plans
- Cost Containment
- Health Care Reform
- Retirement Services

TECHNOLOGY

- Disaster Recovery Infrastructure
- Self-Service Portal
- Time and Attendance
- Online Training Curriculum
- Employee Resources
- Employee Expense Reimbursement

GOVERNMENT COMPLIANCE

- EEOC
- FMLA
- FLSA
- Unemployment Statutes/Claims
- State-Specific Statutes
- Wage Claims
- COBRA
- DOL
- Drug-Free Workplace
- HIPAA
- OSHA
- ADA
- 125/401(k) Compliance
- ERISA

SAFETY

- Basic Audits
- Safety Programs
- HazCom
- HazMat
- Airborne
- Noise
- Training Library
- Ongoing Safety Surveys

LIABILITY MANAGEMENT

- Employee Handbooks
- Termination Assistance
- Outplacements
- Workers' Compensation
- EPLI
- Employee Relations Support
- For-Cause Drug Testing
- Claims Management
- Return-to-Work Programs
- FLSA Survey
- State Statute Compliance

LIABILITY WORKSHOPS

- Anti-Harrasment
- Employee Counseling
- Interviewing
- Substance Abuse
- Workplace Violence

CONTACT CENTER & SUPPORT SERVICES

- Benefits Questions
- 401(k) Questions
- Self-Service Portal Questions
- Employee Resources
- Online Training Curriculum
- Time and Attendance Assistance

HUMAN CAPITAL MANAGEMENT

RECRUITING & OUTPLACEMENT SUPPORT

- Job Description Development
- Wage and Salary Surveys
- Process Review
- Interviewing and Selection Training - 101
- Online Interviewing and Selection Training
- Direct Hire Placement
- Recruiting Process Outsourcing
- Advertising
- Employment Screening
- Behavioral Based Interviewing Training
- Recruiting Process Design and Implementation
- Compensation Services

PERFORMANCE MANAGEMENT SUPPORT

- Performance Appraisals
- Rewards Programs
- Recognition Programs
- Compensation Plans
- Incentive Plans
- Climate Surveys
- Competency Definition
- Organizational Development

TRAINING & DEVELOPMENT

SKILLS DEVELOPMENT*

- Desktop Applications
 - IT Programming
 - Safety
 - Business Skills
 - Leadership Skills
- * more than 3,500 courses

CULTURE BUILDING

- Team Building
- Vision
- Values
- Mission
- Climate Surveying

LEADERSHIP DEVELOPMENT

- Succession Planning
- Strategic Planning Initiatives
- Leadership Development Programs
- Leadership Consulting

Data on Current State of Organizational Alignment

