

# YOUR ONE-STOP PEO FOR A HAPPY, HEALTHY TEAM

PAYROLL, BENEFITS & COVERAGE



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# GROWING YOUR BUSINESS ISN'T EASY

You started your business to be successful and profitable. To do this, you need to have a successful team. The right processes and support keeps employees motivated to delight every customer or client. And now, you're growing. Congratulations! This alone is a sure sign that your ambitions have paid off.

Every expanding business goes through some growing pains, too. It's natural to feel torn between competing responsibilities. Between marketing, hiring, client meetings, responding to RFQs, drafting proposals, quarterly sales meetings, and more, it's hard to catch a breath. And you've still got to do the work!

This isn't even to mention back-office concerns like taxes, 401ks, insurance, and staying compliant with payroll or workers' compensation coverage. Where does everything fit in? Time is a finite resource.

This is where a PEO (professional employer organization) can alleviate some of the tension. When you work with SouthEast Personnel Leasing, you get an expert, strategic partner for core administrative support. SPLI takes on functions like managing workers' compensation coverage, payroll administration, or designing customized benefits packages to help you continue to attract and retain top talent.

Whether your company is in construction, roofing, landscape, tree trimming, or something else, we're here to ensure your success. We'll focus on the details and keep you compliant. You can focus on leading a happy, healthy team.





# SERVICES FOR A HAPPY, HEALTHY TEAM

For more than three decades, SPLI has developed a trusted reputation serving leaders like you with payroll administration, workers' compensation coverage, benefits, and safety and risk management. That's right – we're a one-stop solution for all four of these core administrative concerns. Why? As a comprehensive PEO, we're positioned to serve you better than standalone vendors who only handle payroll or carriers who only offer workers' comp coverage.

You need a partner who helps mitigate risk and looks out for your best interest at every step of the journey. Managing coverage and facilitating payroll will demand time and a specialized skill set. Careful record-keeping with 100% accuracy is non-negotiable if you hope to avoid non-compliance fines, ensure correct calculations in pay and W-2s, and keep employees feeling happy and confident.

Your business will stay covered and compliant with full support from a PEO partner you can trust. We exist to eliminate administrative burdens so you can get back to business and thrive.



## Payroll Administration

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Don't let the complexities of payroll keep you from focusing on building your company. Between paid time off, overtime, commissions, and other considerations, calculating payroll can have countless moving parts.

According to the IRS, you must maintain records of employment taxes for at least four years.<sup>1</sup> When it comes time to distribute W-2s, things can get even more complicated.<sup>2</sup> Any miscalculations or delays in payroll deadlines can be costly, both in terms of fines for noncompliance and employee morale.

When you partner SPLI, you can leave the deadlines to us. Our payroll services include an all-inclusive admin fee, a secure online payroll portal, and the option to use prepaid payroll cards.

### ALL-INCLUSIVE ADMIN FEE

We handle every aspect of payroll administration for total peace of mind.

- Accurate, on-time payroll processing
- Paid time off (PTO) accrual and tracking
- Federal and state tax reporting and administration
- Garnishment and child support deductions and administration
- W-2 administration
- Unemployment claims management
- Direct deposits
- Remote check printing
- Job costing
- Certified payroll/OCIP reporting and management

### SECURE ONLINE PAYROLL PORTAL

SPLI offers convenient online payroll services through ezWeb so you and your employees can submit or access information with just a few clicks.

- Portal available 24/7
- Convenient access to W-2s
- Run reports inside your portal
- Submit payroll
- Time clock importing
- Online employee access

### PREPAID PAYROLL CARDS

CashPay® prepaid debit cards are a convenient way to pay your employees with no credit check or bank account required.

- No enrollment or set-up fees
- Use everywhere Visa® debit cards are accepted
- Avoid the expense of cashing checks
- Cash back with purchases
- Fast access on payday

## Do you handle payroll for businesses like mine?

SPLI has a diverse payroll administration portfolio. We work with transportation specialists, staffing companies, construction businesses, landscapers, plumbing contractors, and much more. No need to be in the office... We'll take calls, faxes, emails, online submissions and sort out payroll details while you're still at the jobsite!



## Workers' Compensation Coverage

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Workplace injuries can become a serious barrier to growth when a company does not handle them properly. As a business leader, you're responsible for the long-term sustainability of your company.

Reliable, efficiently handled workers' compensation coverage with SPLI ensures that your organization is always fully covered and compliant. Most importantly, you'll have complete confidence that you've secured the appropriate protection for your leased employees. A happy, healthy, and totally covered team is essential to establishing the positive workplace culture your business needs to grow and succeed.

- Secure needed coverage through a Rated A by AM Best carrier
- Save money through our pay-as-you-go platform
- Gain three decades of trusted experience you can count on
- Take advantage of our greater flexibility and cost-savings
- Eliminate the burden of handling compliance all on your own
- Utilize our risk management resources and expertise

### What if my business is high risk?

While other insurance carriers decline certain types of risks, our carrier partners will not only entertain that business but offer very competitive programs.

#### Some of the risks they cover include:

- Start-up companies
- Small numbers of employees
- No prior coverage
- High-risk industries
- Bad claims histories

## WHAT OUR CLIENTS SAY

*"SPLI relieves us of the burden of handling payroll requirements and the stress of staying compliant with the numerous payroll tax filing deadlines. In addition, we receive the benefits of affordable workers' compensation coverage from knowledgeable specialists."*

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Marina Schuster Stucco Systems



## Benefits Packages

Companies that offer competitive, robust benefits packages consistently see higher retention, greater satisfaction, and better outcomes. The bottom line? The right benefits program is good for your team and good for business.

Business leaders looking for benefits package options for their employees need an affordable program that also meets the company's unique needs. It takes experience and a strong network of resources to secure a robust benefits program at a cost-effective price that empowers business growth. At the same time, you'll want attractive perks and retirement options to attract top talent and boost employee satisfaction.

SPLI is an experienced partner with a vested interest in your success. Draw upon our three decades of trusted experience and broad suite of resources to navigate the complexities of the healthcare industry. Offer your employees a custom-developed benefits package that will keep the whole team happy and healthy. With partner discounts available and a dedicated benefits representative in your corner, it's never been easier to recruit – and retain – the best talent.

### How do I determine the right suite of benefits for my business?

We design affordable, personalized benefits programs for businesses of every stripe. The best approach is always to review your available budget, align with legal requirements, and consult a benefits expert to make an informed choice. SPLI does the research and heavy lifting so you have more time to focus on your happier, more productive team.

## BENEFITS AVAILABLE

401(k) retirement

Health insurance

Dental and vision

COBRA administration (SPLI sponsored plans)

Financial protection

Supplemental insurance

Prescription services

Teladoc

Legal plans

Identity theft protection

Commercial driver legal plan

Small business planning



## Safety & Risk Management

Securing workers' compensation coverage is important, especially if your business utilizes leased employees. There's more to effective safety management than just coverage, though.

Here at SPLI, we go the extra mile to support the security of your business and the health of your employees. Our experienced team will help manage your workers compensation claims, and help make sure you remain compliant.

### WHAT OUR CLIENTS SAY

*"We are a large, complex entity with many moving parts, but SPLI's spirit of partnership in designing solutions that work for us has created a synergistic platform that enables us to do what we do best while having the peace of mind that SPLI there every step of the way. This enables our collective partnership to bring a level of customer service to my clients and a level of precision and accuracy to my temporary associates that I believe does not exist anywhere else in our industry."*

**Daniel Cox** Priority Workforce



#### SAFETY MANAGEMENT

You've worked hard to build a successful business. Reduce your risks by making sure you're also providing a safe work environment. Whether it's ongoing workplace loss and risk reviews or assistance with OSHA reporting and compliance, SPLI can help you establish a strong safety management program.



#### CLAIMS MANAGEMENT

We're aggressive in monitoring all vendors and providers on your behalf to successfully resolve all claims. From fast claims reporting to light-duty return-to-work programs and direct care to qualified providers, SPLI has your back. Our clients appreciate the compassionate but assertive approach of our internal claims department. We won't give up until we've achieved a comprehensive solution that lowers your costs.



#### DRUG TESTING

We have a post-accident drug testing policy in place and offer strategic guidance for remaining compliant with the Department of Transportation (DOT).





# HOW A ONE-STOP PEO HELPS YOU GROW

Since 1986, we've built our business on serving leaders like you. SPLI has helped thousands of individual business owners get the support they need to relieve the burdens of compliance, coverage, and payroll.

**36+**

**Years In The Industry**

**170K**

**W-2s Processed Annually**

**6K+**

**Current Satisfied Clients**

**\$2.3B**

**Payroll Processed Annually**

**300+**

**Employees Ready To Handle Growing Needs**

Partnering up with a PEO is ideal for small to mid-sized businesses that want to control costs while providing their employees with better, more affordable benefits and coverage. Along the way, we also streamline all those cumbersome administrative functions that your growing business has simply run out of time to manage – functions like payroll, facilitating your benefits program, tracking compliance, and managing workers' compensation claims.

The result? We put hours back in your day. Entrusting these functions to a PEO allows you to focus on core business priorities so that your company thrives. If you're still not sure, we can think of at least five reasons a one-stop PEO positions your business for sustainable growth.

## WHAT OUR CLIENTS SAY

*"SouthEast Personnel Leasing offers a powerful team of knowledgeable people. They are always easy to work with, helpful, and the support is excellent."*

**Sherry Perry** Dixie Tank Company and Dixie Industrial, LLC.



## You'll save money

A comprehensive PEO like SouthEast Personnel Leasing allows your business to bundle together administrative services with a single partner. Paying for these services as a package can decrease cost and increase efficiency, since all the information is going to one place.

A National Association of Professional Employer Organizations (NAPEO) research study showed that partnering with a PEO affords the average business a 27.2% return on investment – based on cost savings alone! It simply takes less work and less time for us to handle it all than it would for you to interface with a stable of standalone vendors. According to the study, you could be looking at an average savings of \$1,775 per employee.<sup>3</sup>

## Lower risks = more stability

Your business increases its stability by mitigating risk. Without stability, it's hard to grow. Workplace injuries and employee lawsuits can have devastating financial consequences, especially for companies that are unprepared to handle these situations effectively.

A partnership with a trusted one-stop PEO gives you more than streamlined payroll and record-keeping. We'll help you with safety planning and even actively handle your workers' compensation claims, reducing vulnerabilities to unnecessary risks.

## A positive, productive workforce

The backbone of any business is a happy, healthy team of top talent. Finding and retaining that talent isn't easy. Today's job market is highly competitive. Your best leverage is a robust benefits package that's cost-effective (so you can afford a competitive pay rate, too), flexible (based on your individual business needs), and comprehensive (to motivate employees and offer peace of mind). A one-stop PEO can work closely with you to develop an ideal benefits program that promotes employee satisfaction and attracts an all-star workforce.

## Resilience in a crisis

After the worldwide health crisis of 2020 and 2021, the importance of a resilient business model has never been more clear. Small to mid-size businesses were hit especially hard.

A seasoned PEO is a valuable ally in the face of a crisis like the COVID-19 pandemic. A NAPEO study found that, by July of 2021, nearly 75% of small businesses working with a PEO had returned to their normal operations – or better! By contrast, just 40% of all small businesses had recovered by that point in time.<sup>4</sup> It makes a difference when you have a PEO taking care of core functions and keeping operational costs at only the level you need.

## More time for your top priority: Your business!

One of the biggest challenges faced by every growing business is the bloat of administrative burdens. As a leader, the activities that grow your business – enhancing business relationships, improving your service offerings, strengthening your connection with customers – are the best way to spend your time.

However, it's impossible to push core functions like payroll and benefits aside. Compliance and keeping operations running must always take precedence, but there's no need to handle it all on your own. A one-stop PEO can take those tasks off your plate, eliminating stress and freeing up more of your valuable time to focus on business growth.



# STAY COVERED & COMPLIANT

At SouthEast Personnel Leasing, we know how hard it is to run a business — let alone stay compliant. We want to be the trusted PEO partner who enables you to focus on satisfying your customers with the highest level of service. When you delegate your payroll, tax and compliance management, and workers' compensation coverage to SPLI, you can operate with peace of mind from start to finish. Three things set us apart from your average PEO.

- Our model is fiscally sound. You can be confident that we're with you for the long haul and all of our services are financially sustainable (both for us and for your business).
- Our coverage is rated A. AM Best insurer gives our workers' compensation insurers the top mark for value and quality.
- Our platform is pay-as-you-go. With SPLI, you've got the flexibility and the cost-savings to take care of business while staying invested in your growth.

As your one-stop PEO, your wins are our wins. We have a vested interest in your success — a commitment that has helped us grow into one of the largest privately owned companies in the state of Florida.

Ready to partner with someone you can trust? Request a quote today to lighten your administrative burden and put liability concerns in the rearview mirror. Our dedicated account executives are ready to walk you through our approach, provide pricing, and answer your questions. One you enroll, you can get back to work with a happy, healthy team and watch your business thrive.

[REQUEST A QUOTE](#)



# SOURCES

[IRS - Employment Tax Recordkeeping | Internal Revenue Service](#)

[American Payroll Association - Be Prepared For Employee Questions As Irs Begins Accepting 2021 Tax Returns](#)

[NAPEO - New Analysis Shows Roi Of Using A Peo Is 27 Percent About Napeo](#)

[NAPEO - Peo Clients In The Covid-19 Pandemic: Follow-Up Analysis](#)





**A Well-Managed Claim Makes All The Difference.**

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