

# We consult and collaborate closely with you to develop HR solutions tailored to your business objectives and your employees' needs.

We are not a one-size-fits-all PEO. At HROI, you work with a dedicated team to customize HR solutions specifically designed to help your business amplify its success and help you and your employees focus on life.





## PAYROLL PROCESSING

- Cloud-based platform and reporting
- Payroll processing and tax filing
- Direct deposits/pay cards
- Employee and employer portal
- W-2s, 941s
- PTO accrual tracking and reporting
- Integrated time and attendance
- Integrated employee benefits system
- Integrated workers' compensation platform
- Employee file maintenance
- Employee portal with check stubs, PTO, W-2s, employee benefits, and more



## EMPLOYEE BENEFITS

- Group Buying Power
- Seamless benefits administration
- Group medical, dental, vision, and life insurance
- LTD, STD, supplemental insurance
- Section 125 flex plan, HRA, HSA, FSA
- 401(k) retirement plan
- Doctor concierge service
- Employee rewards and discounts program
- EAP (employee assistance program)
- Pay and reconcile all payments for employee benefits



## WORKERS' COMPENSATION INSURANCE

- Discounted rates
- Pay as you go
- Integration with payroll system
- Prorated billing on each payroll invoice
- No annual audit



## HR SERVICES AND TRAINING

- Dedicated HR Team
  - HR Implementation Specialist
  - Client Service Representative
  - Payroll Specialist
  - HR Professional
  - Safety Representative
- Applicant tracking system
- Background checks and drug screening
- Employee handbooks
- Compliance posters
- COBRA, HIPAA, FMLA
- Healthcare compliance
- Employee-related forms
- Online new-hire application
- Performance reviews
- HR resource center
- Unemployment claims
- EEOC claims
- Government compliance
- Disciplinary best practices assistance
- Hiring and termination best practices
- Employee benefits enrollment
- EPLI coverage
- Training
  - Employment Law
  - Health and Safety
  - Leadership
  - Business Skills
  - Human Resources



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