

Introducing:

Horsepower Brands +
CBIZ + Resourcing Edge
Partnership



PRESENTED BY: Dan Hamann & Kennedy Whitaker

CBIZ EMPLOYEE BENEFITS

A Division of CBIZ Benefits & Insurance Services, Inc.

 **resourcing edge**
— A ONEDIGITAL COMPANY —

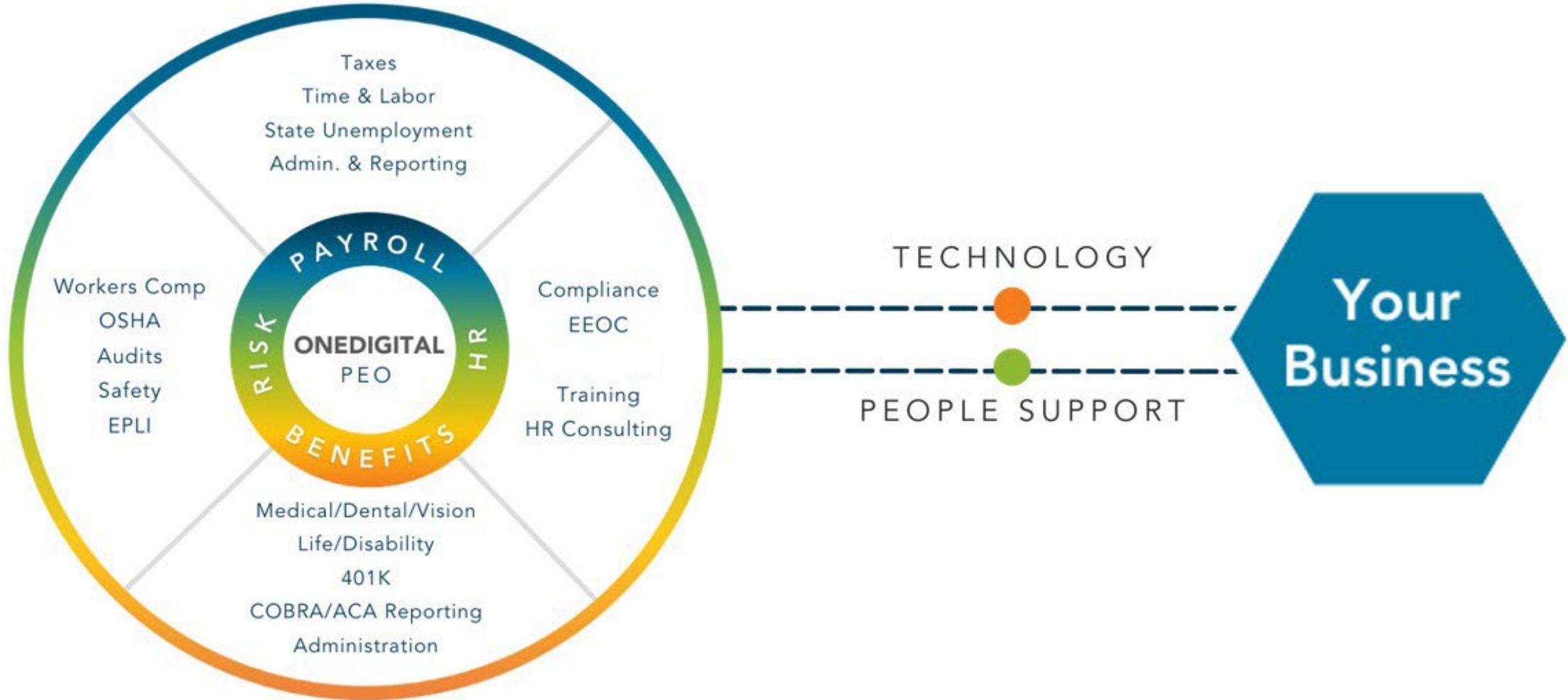
 **CBIZ**
EMPLOYEE BENEFITS

Typical Business Model

- Employer oversees a variety of vendor partnerships
- Demands significant time and effort from the employer
- Pulls resources away from critical business activities
- Substantial risk of legal liability

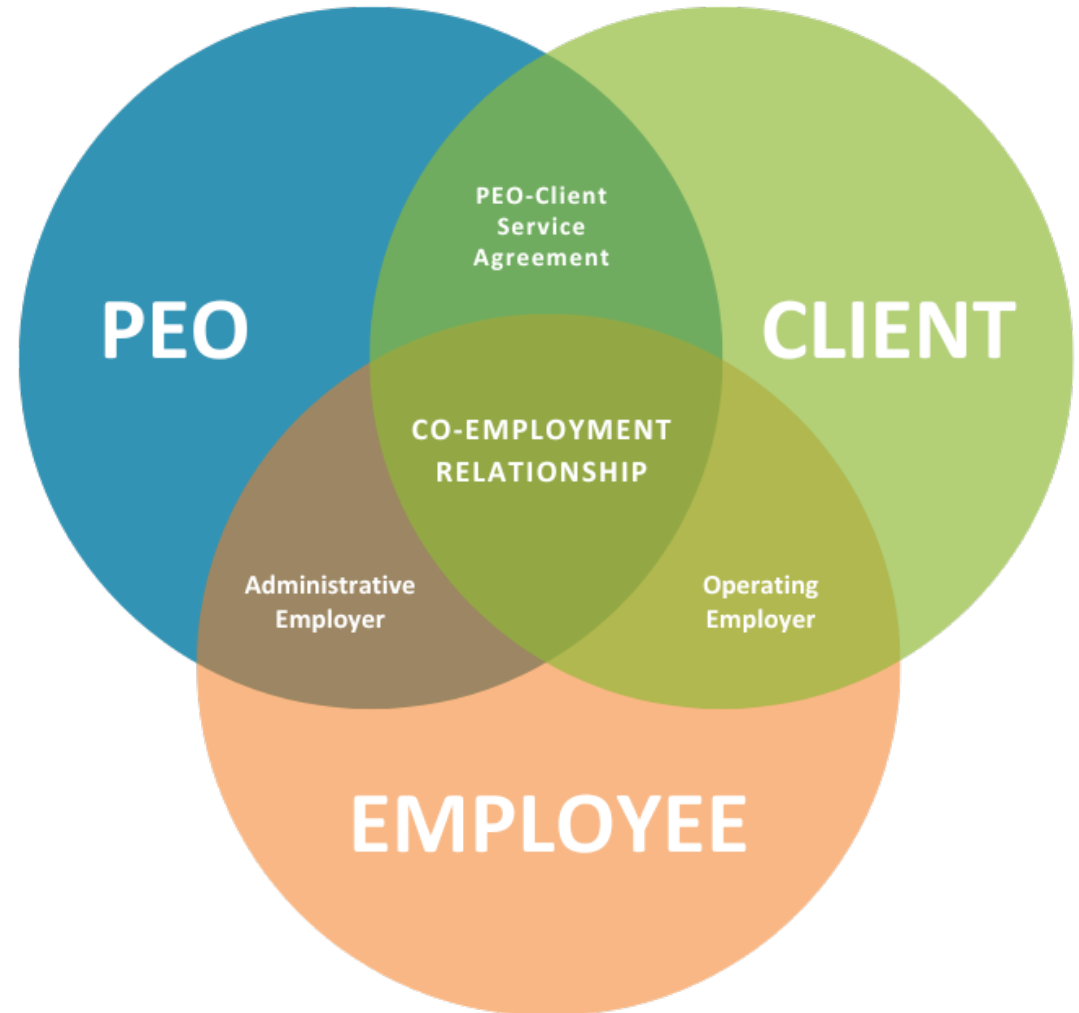


Resourcing Edge Service Overview



Co-Employment Relationship

- Master Insurance Plan Options (Medical and WC)
- MEP Retirement Plan Options
- Shared Risk & Liability
- People & Technology Support Included
- Includes Payroll & Tax Services



Why PEO?



PEO OFFERING ALLOWS:

- **Businesses to attract and retain talent within their business**
 - Grow 7-9% faster
 - 50% less likely to go out of business
 - 73% of PEO worksites say they have reduced employee turnover

**MetLife 2023 PEO Advantage Report*
- **Franchisees to grow and focus on their business and finding greater success**
 - Relieve the strain of employee administration
- **Franchisees to take advantage of bulk buying power**
 - Payroll | Human Resources | Benefits & Admin | Risk and Worker Compensation

Regulatory Issues Businesses Face

CITY, COUNTY, STATE, FEDERAL REGULATIONS

100+
Employees

50+
Employees

20+
Employees

15+
Employees

1+
Employees

Our goal is to keep you compliant and mitigate the legal exposure you face as an employer.

- FLSA: Fair Labor Standards Act
- FLSA-Exempt vs. Non-Exempt Classifications
- FLSA-Overtime Tracking
- FLSA-Lactation Accommodations
- FLSA-Child Labor
- I-9 Reporting
- New Hire Reporting
- Federal Labor Law Postings
- State Minimum Wages
- EPA: Equal Pay Act
- USERRA: Uniform Services Employment & Reemployment Rights Act
- OSHA: Occupational Safety & Health Act
- FFCRA and Cares Act

- ADA: Americans with Disabilities Act
- PDA: Pregnancy Disability Act
- Title VII of Civil Rights Act
- GINA: Genetic Information Nondiscrimination Act
- FLSA: Fair Labor Standards Act
- FLSA-Exempt vs. Non-Exempt Classifications
- FLSA-Overtime Tracking
- FLSA-Lactation Accommodations
- FLSA-Child Labor
- I-9 Reporting
- New Hire Reporting
- Federal Labor Law Postings
- State Minimum Wages
- EPA: Equal Pay Act
- USERRA: Uniform Services Employment & Reemployment Rights Act
- OSHA: Occupational Safety & Health Act
- FFCRA and Cares Act

- ADEA: Age Discrimination in Employment Act
- COBRA: Consolidated Omnibus Budget Reconciliation Act
- ADA: Americans with Disabilities Act
- PDA: Pregnancy Disability Act
- Title VII of Civil Rights Act
- GINA: Genetic Information Nondiscrimination Act
- FLSA: Fair Labor Standards Act
- FLSA-Exempt vs. Non-Exempt Classifications
- FLSA-Overtime Tracking
- FLSA-Lactation Accommodations
- FLSA-Child Labor
- I-9 Reporting
- New Hire Reporting
- Federal Labor Law Postings
- State Minimum Wages
- EPA: Equal Pay Act
- USERRA: Uniform Services Employment & Reemployment Rights Act
- OSHA: Occupational Safety & Health Act
- FFCRA and Cares Act

- FMLA: Family Medical Leave Act
- ACA: Affordable Care Act
- EEO-1 Reporting (Federal Contractors)
- Executive Order 11246-Equal Employment Opportunity
- ADEA: Age Discrimination in Employment Act
- COBRA: Consolidated Omnibus Budget Reconciliation Act
- ADA: Americans with Disabilities Act
- PDA: Pregnancy Disability Act
- Title VII of Civil Rights Act
- GINA: Genetic Information Nondiscrimination Act
- FLSA: Fair Labor Standards Act
- FLSA-Exempt vs. Non-Exempt Classifications
- FLSA-Overtime Tracking
- FLSA-Lactation Accommodations
- FLSA-Child Labor
- I-9 Reporting
- New Hire Reporting
- Federal Labor Law Postings
- State Minimum Wages
- EPA: Equal Pay Act
- USERRA: Uniform Services Employment & Reemployment Rights Act
- OSHA: Occupational Safety & Health Act
- FFCRA and Cares Act

- COVID-19 Vaccine Mandate
- WARN: Workers Adjustment Retraining & Notification Act
- EEO-1 Reporting (All Employers)
- FMLA: Family Medical Leave Act
- ACA: Affordable Care Act
- EEO-1 Reporting
- Executive Order 11246-Equal Employment Opportunity
- ADEA: Age Discrimination in Employment Act
- COBRA: Consolidated Omnibus Budget Reconciliation Act
- ADA: Americans with Disabilities Act
- PDA: Pregnancy Disability Act
- Title VII of Civil Rights Act
- GINA: Genetic Information Nondiscrimination Act
- FLSA: Fair Labor Standards Act
- FLSA-Exempt vs. Non-Exempt Classifications
- FLSA-Overtime Tracking
- FLSA-Lactation Accommodations
- FLSA-Child Labor
- I-9 Reporting
- New Hire Reporting
- Federal Labor Law Postings
- State Minimum Wages
- EPA: Equal Pay Act
- USERRA: Uniform Services Employment & Reemployment Rights Act
- OSHA: Occupational Safety & Health Act
- FFCRA and Cares Act

Resourcing Edge: Accreditations & Trusted Partners



One of the first PEOs to be IRS Certified, meaning our clients have less liability and more protection.



Employer Services Assurance Corporation (ESAC) Accredited

Only 5% of the outsourcing service providers in the nation are ESAC accredited. Complete a rigorous process quarterly to meet ethical, operational and financial ESAC standards.



National Association of Professional Employer Organizations

The National Association of Professional Employer Organizations (NAPEO) is the voice of the PEO industry and provides a regulatory oversight and advocacy.



Resourcing Edge's commitment to help protect the businesses we serve is parallel to and backed, by OneDigital. Headquartered in Atlanta, Georgia, OneDigital's more than 100 offices and 3,000+ business strategists serve the needs of over 85,000 employers and 8,000,000 employees across the nation. OneDigital has been named to the Inc. 5000 List of America's fastest-growing companies every year since 2007, one of only 11 companies to do so and is currently listed as 18th on Business Insurance's list of 100 Largest U.S. Brokers. You can rest easy knowing we have the security and financial backing of one of the largest curators of insurance, health, and voluntary benefit packages in the country.



Employee Access to Fortune 500 Caliber Benefits

ACCESS TO FORTUNE 500 CALIBER BENEFITS INCLUDING:

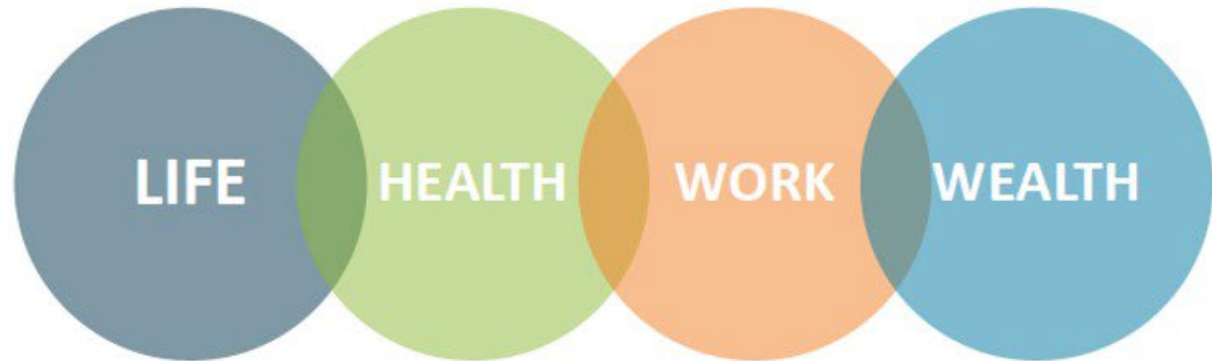
- ✓ Medical
- ✓ Dental
- ✓ Vision
- ✓ Life
- ✓ Long-Term Disability
- ✓ Short-Term Disability
- ✓ Health Savings Account (HSA)
- ✓ Flexible Spending Account (FSA)
- ✓ Virtual Medicine
- ✓ Prescription Savings Card
- ✓ Health Advocate
- ✓ 401k



Employee Access to Lifestyle Benefits

GIVE YOUR EMPLOYEES + THEIR FAMILIES ACCESS TO:

- ✓ Exclusive Member Deals/Discounts
- ✓ Financial Wellness
- ✓ Earned Wage Advances
- ✓ Purchasing Power – Pay over-time
- ✓ Student Loan Relief Programs
- ✓ Pet Discounts & Insurance
- ✓ Employee Whole Life Insurance
- ✓ MetLife Identity Theft protection
- ✓ Supplemental Health Plans
- ✓ Home, Auto & Renters Insurance Discounts
- ✓ Employee Legal Service Plans



Employment Practice Liability Insurance

POLICY PARAMETERS: UP TO \$3,000,000 IN TOTAL COVERAGE

(\$2,000,000 in legal judgement and settlement coverage with an additional \$1,000,000 in legal defense costs)

Resourcing Edge EPLI Covers the Following Costs:

- Defense expenses and mediation
- Judgments, settlements, verdicts, awards
- Damages such as back pay and front pay
- Pre- and post-judgment interest, liquidated damages
- Discrimination based on race, gender, religion, national origin, age, disability or other category protected by federal, state or local employment discrimination law
- Sexual harassment
- Wrongful termination
- Wrongful, excessive, or unfair discipline
- Termination or disciplinary action in violation of the Family Medical Leave Act or similar state or local law
- And more!

The **average** cost for an organization to defend against a **single** employee lawsuit is

\$160K

SOURCE: Gitnux.com

Resourcing Edge Service Overview

Managing and improving the *employee experience* from start to finish.

Employee Relations

- Handbooks, e-learning, webinars, training
- HR Consulting
- Federal + State Compliance management
- New-Hire Reporting
- Compensation analysis

Risk & Compliance

- “Pay-as-you-go” workers’ compensation coverage
- Risk assessments & claim review
- OSHA compliance + safety review/training
- Claim Advocacy + Reporting
- State + Federal Reporting

Payroll Administration

- Direct deposit, live check & pay cards
- Online data management
- Time-off management
- Access to stubs, pay history & W2s online
- Real-time reporting

Tax Administrative Services

- Tax administration + reporting
- Periodic, quarterly and annual filings
- W-2 processing & production

Benefits Administration

- Electronic enrollment for onboarding, termination & renewals
- Employee service center and claims support
- Premium payment and reconciliation
- Online open enrollment and termination
- HSA, FSA and COBRA administration
- Provision, selection & consultation of benefits plans

Robust Benefit Packages

- Major medical insurance & wellness
- Dental/Vision insurance
- Pharmacy discount programs
- Pet insurance/wellness plans
- Retirement/financial wellness savings plans

Your Dedicated Service Team

A team of experienced, credentialed professionals dedicated to strategically support the growth of your business.



Client Account Manager (CAM):

- Your go-to point of contact for your account
- Your go-to partner for strategy and guidance HR, talent management, HR compliance



Payroll Representative:

- Your dedicated payroll representative is your go-to point of contact for all things payroll
- Navigating state-to-state compliance for payroll



Employee Support Line:

- Dedicated support line for employees to answer employees' questions



Benefit Team:

- Your benefit team works behind the scenes to manage employee benefit enrollments and provide benefit strategy consultation



Risk and Safety Consultant:

- Your dedicated risk and safety consultant will visit your workplace and help create an OSHA-compliant safety program that's tailored for your business

HorsePower Franchise Pricing

Franchise Pricing

STANDARD ADMIN FEE PRICING

| WSE Count | Part Time PEPM <i>*Inclusive of EPLI & EAP</i> | Full Time PEPM <i>*Inclusive of EPLI, EAP & \$50K Life</i> | Cyber Liability <i>*Flat Monthly Fee</i> | Minimum Setup |
|-----------|---|---|---|---------------|
| 1-9 | \$137.00 | \$144.90 | \$30.00 | \$600.00 |
| 10-25 | \$123.00 | \$130.90 | \$30.00 | \$600.00 |
| 26-50 | \$109.00 | \$116.90 | \$30.00 | \$600.00 |
| 51-100 | \$100.00 | \$107.90 | \$30.00 | \$600.00 |
| 101+ | \$92.00 | \$99.90 | \$30.00 | \$600.00 |

Monthly Fee Breakdown

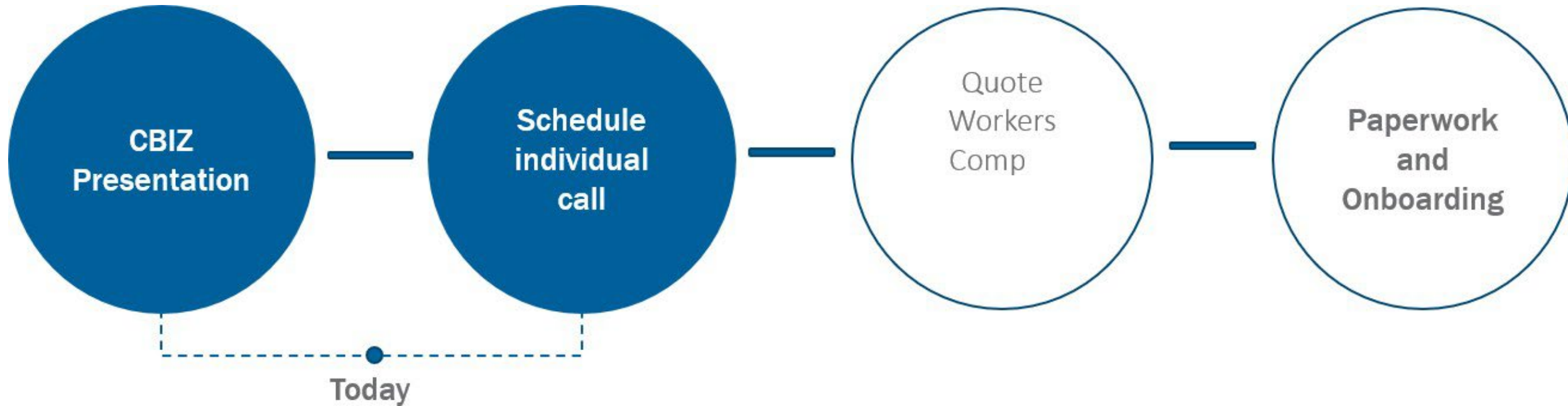
- PEO Admin Fee
- Employer Contribution to Medical (\$399/enrolled)
- Worker’s Comp Premium (*does not apply to MDR*)
- Cyber Liability



| | National HDHP 6750 | National 6000 | National 3000 | National HDHP 3000-0 | National 500 |
|---|---------------------|-----------------------|-----------------------|----------------------|-----------------------|
| In Network (\$ Copay or % Coinsurance) | | | | | |
| Deductible (Individual/Family) | \$6,750 / \$13,500 | \$6,000 / \$12,000 | \$3,000 / \$6,000 | \$3,000 / \$6,000 | \$500 / \$1,000 |
| Coinsurance | 0% | 20% | 20% | 0% | 20% |
| Maximum Out-of-Pocket (Individual/Family) | \$6,750 / \$13,500 | \$7,000 / \$14,000 | \$6,500 / \$13,000 | \$3,000 / \$6,000 | \$3,500 / \$7,000 |
| Primary Care | 0% (AD) | 0% (DW) | 0% (DW) | 0% (AD) | \$25 (DW) |
| Specialist | 0% (AD) | \$100 (DW) | \$100 (DW) | 0% (AD) | \$50 (DW) |
| Hospital/IP Per Visit | 0% (AD) | 20% (AD) | 20% (AD) | 0% (AD) | 20% (AD) |
| Surgical/OP Hospital | 0% (AD) | 20% (AD) | 20% (AD) | 0% (AD) | 20% (AD) |
| Emergency Room | 0% (AD) | \$250 (DW) / 20% (AD) | \$250 (DW) / 20% (AD) | 0% (AD) | \$250 (DW) / 20% (DW) |
| Urgent Care | 0% (AD) | \$50 (DW) | \$50 (DW) | 0% (AD) | \$75 (DW) |
| Lab Services | 0% (AD) | 20% (AD) | 20% (AD) | 0% (AD) | 0% (DW) |
| X-Ray Indiv. Facility | 0% (AD) | 20% (AD) | 20% (AD) | 0% (AD) | 0% (DW) |
| Complex Medical Imaging | 0% (AD) | 20% (AD) | 20% (AD) | 0% (AD) | 20% (AD) |
| Additional Pharmacy Deductible | N/A | N/A | N/A | N/A | N/A |
| Tier 1 Pharmacy | 0% (APD) | \$5 (DW) | \$5 (DW) | 0% (APD) | \$10 (DW) |
| Tier 2 Pharmacy | 0% (APD) | \$50 (DW) | \$50 (DW) | 0% (APD) | \$35 (DW) |
| Tier 3 Pharmacy | 0% (APD) | \$100 (DW) | \$100 (DW) | 0% (APD) | \$70 (DW) |
| Specialty Pharmacy Benefit Per Script | N/A | N/A | N/A | N/A | N/A |
| Out Of Network | | | | | |
| Deductible (Individual/Family) | \$10,000 / \$20,000 | \$10,000 / \$20,000 | \$10,000 / \$20,000 | \$5,000 / \$10,000 | \$5,000 / \$10,000 |
| Out-of-Pocket Max (Individual/Family) | \$20,000 / \$40,000 | \$20,000 / \$40,000 | \$20,000 / \$40,000 | \$10,000 / \$20,000 | \$10,000 / \$20,000 |
| Out-of-Network Coinsurance | 30% | 50% | 50% | 30% | 50% |
| | Monthly Rate | Monthly Rate | Monthly Rate | Monthly Rate | Monthly Rate |
| Choice Employee Only | \$549.10 | \$632.07 | \$686.62 | \$705.07 | \$946.08 |
| Employee + Spouse | \$1,206.82 | \$1,389.36 | \$1,509.36 | \$1,549.96 | \$2,080.16 |
| Employee + Child(ren) | \$1,014.99 | \$1,168.48 | \$1,269.39 | \$1,303.55 | \$1,749.40 |
| Family | \$1,754.92 | \$2,020.43 | \$2,194.98 | \$2,254.03 | \$3,025.23 |

All HorsePower Brand Groups have a set Employer Contribution of \$399 to medical insurance, should an employee elect healthcare.

Timeline



45 days are needed to implement new clients after signing the Client Service Agreement

Dental Plans

Whether you're in need of routine cleanings, braces, or a filling, a solid dental plan makes it easier for you to help protect your family's smile and your budget.

|  | \$1,500 Plan (SILVER) | | \$3,000 Plan (GOLD) | |
|---|-----------------------|----------------|---------------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Type A – Preventative | 100% | 100% MAC | 100% | 100% of R&C |
| Type B – Basic Restorative | 80% | 80% MAC | 80% | 80% of R&C |
| Type C – Major Restorative | 50% | 50% MAC | 50% | 50% of R&C |
| Type D – Orthodontia Adult | NA | NA | 50% | 50% |
| Type D – Orthodontia Child | 50% | 50% | 50% | 50% |
| Deductible | | | | |
| Individual / Family (per covered person per year) | \$50 | \$50 | \$50 | \$50 |
| Annual Maximum Benefits | | | | |
| Per Person | \$1,500 | \$1,500 | \$3,000 | \$3,000 |
| Orthodontia Lifetime Maximum (For children only up to age 19 Silver Plan, children and adults on Gold Plan) | \$1,000 | \$1,000 | \$1,500 | \$1,500 |

Plan descriptions on next page
R&C = Reasonable & Customary
MAC = Maximum Allowable Charge

| RATES – SILVER PLAN | MONTHLY |
|---------------------|---------|
| Employee | 26.81 |
| Employee + Spouse | 52.34 |
| Employee + Children | 67.59 |
| Family | 93.12 |

| RATES – GOLD PLAN | MONTHLY |
|---------------------|---------|
| Employee | 41.56 |
| Employee + Spouse | 81.59 |
| Employee + Children | 111.24 |
| Family | 153.31 |

Vision Plans

| COVERAGE | VISION SILVER PLAN DESCRIPTION | VISION GOLD PLAN DESCRIPTION | COPAY | FREQUENCY |
|-------------------------------|--|---|--|---|
| Well-Vision Exam | Focuses on your eyes and overall wellness | Comprehensive exam of visual functions and prescription of corrective eyewear | \$10 | Every calendar year |
| Prescription Glasses | | | \$25 | See frame and lenses |
| Frame | <ul style="list-style-type: none"> \$150 allowance for a wide selection of frames \$150 allowance for featured frame brands 20% savings on the amount over your allowance \$70 Costco® frame allowance | <ul style="list-style-type: none"> \$200 allowance for a wide selection of frames 20% savings on the amount over your allowance \$95 Costco® frame allowance | Included in Prescription Glasses | Every other calendar year (Silver Plan) |
| Lenses | <ul style="list-style-type: none"> Single vision, lined bifocal, and lined trifocal lenses Polycarbonate lenses for dependent children | <ul style="list-style-type: none"> Single vision, lined bifocal, lined trifocal, and lenticular lenses Ultraviolet coating and Polycarbonate lenses for dependent children | | Every calendar year (Gold Plan) |
| Lens Enhancement | <ul style="list-style-type: none"> Standard progressive lenses Premium progressive lenses Custom progressive lenses Average savings of 20-25% on other lens enhancements | <ul style="list-style-type: none"> Standard progressive lenses Premium progressive lenses Custom progressive lenses Polycarbonate single vision (adult) Polycarbonate multifocal (adult) Scratch-resistant coating (variable by type) Tints single vision (variable by type) Tints multifocal (variable by type) Anti-reflective coating Photochromic Average savings of 20-25% on other lens enhancements | \$55 \$95 - \$105 \$150 - \$175 \$31 \$35 \$17 - \$33 \$17 - \$34 \$17 - \$44 \$41 - \$85 \$47 - \$82 | Every calendar year |
| Contacts (instead of glasses) | <ul style="list-style-type: none"> \$150 allowance for contacts; copay does not apply Contact lens exam (fitting and evaluation) | <ul style="list-style-type: none"> \$200 allowance for contacts; copay does not apply Contact lens exam (fitting and evaluation) | Up to \$60 | Every calendar year |
| Diabetic Eyecare Plus | Services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). Retinal screening for eligible members with diabetes. Limitations and coordination with medical coverage may apply. Ask your VSP doctor for details | Services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). Retinal screening for eligible members with diabetes. Limitations and coordination with medical coverage may apply. Ask your VSP doctor for details | \$20 | As needed |
| Dual rider options | | <ul style="list-style-type: none"> Two pairs of prescription eyeglasses. One pair eyeglasses + allowance toward contact lenses. Double allowance toward contact lenses. | | |

Please note: The glasses and/or contacts will need to be processed as two separate transactions for the benefit to apply.

| Vision Silver Plan Rates | Monthly |
|--------------------------|---------|
| Employee | \$5.72 |
| Employee + Spouse | \$10.39 |
| Employee + Children | \$10.90 |
| Family | \$16.82 |

| Vision Gold Plan Rates | Monthly |
|------------------------|---------|
| Employee | \$8.80 |
| Employee + Spouse | \$15.97 |
| Employee + Children | \$16.76 |
| Family | \$25.87 |

Life and AD&D Plans: Employer Paid

The Group Life & Accidental Death & Dismemberment (AD&D) insurance covers all active full-time employees working 30+ hours per week. Term life insurance can provide financial protection for your loved ones if you die.

| GROUP LIFE COVERAGE | DESCRIPTION |
|--|--|
| Mandated: \$50K <i>See pricing sheet</i> | \$50,000 flat coverage amount. Life Benefit reduces to 65% at age 70; and 50% at age 75. |
| Option 3: 1X MAX \$300K buy-up option | 1X Annual Salary to Maximum of \$300,000. Life Benefit reduces to 65% at age 70; and 50% at age 75. |
| Option 4: 2X MAX \$600K buy-up option | 2X Annual Salary to Maximum of \$600,000. Life Benefit reduces to 65% at age 70; and 50% at age 75. |

All plans feature:

- Life insurance conversion privilege
- AD&D Education Benefit - payable for up to four years in an amount equal to 2% of the insured employee's life insurance, but not more than \$2,500/year
- Seat Belt Benefit - additional 50% of the Accidental Death Benefit up to \$10,000
- Repatriation of remains benefit
- 24 Hour AD&D
- Grief Counseling, [WillsCenter](#), Portability, Accelerated Death Benefits, Conversion



Retirement Savings Plan

Let us handle your 401k administration & compliance

- Multiple Employer Plan (MEP) sponsored by Resourcing Edge, the Plan Administrator
- Affordable retirement plan - \$400 annually
- Flexible plan features, including safe harbor and profit sharing
- Customizable 401(k) plan design options, involving eligibility options, company match, vesting schedules, and more
- Seamless integration with re360 payroll platform
- Fiduciary responsibilities - due diligence, testing requirements and compliance
- Participant website and mobile access
- Employee group education meetings
- Access to team of financial advisors



| RESOURCING EDGE PLAN 401(K) FUNDS | |
|------------------------------------|--|
| Vanguard Equity Income | BlackRock LifePath Index 2025 K |
| Fidelity 500 Index Fund | BlackRock LifePath Index 2030 K |
| Vanguard Large Cap Growth Adm | BlackRock LifePath Index 2040 K |
| Fidelity Mid Cap Index | BlackRock LifePath Index 2050 K |
| Vanguard Small Cap Value Index Adm | BlackRock LifePath Index 2060 K |
| Fidelity Small Cap Index | BlackRock LifePath Index Retire K |
| Vanguard Explorer Adm | BlackRock LifePath Index 2025 K |
| iShares MSCI EAFE Equity Index | BlackRock LifePath Index 2035 K |
| Vanguard International Growth Adm | BlackRock LifePath Index 2045 K |
| American Funds New Perspective R6 | BlackRock LifePath Index 2055 K |
| Goldman Sachs Stable Value | BlackRock 20/80 Target Allocation Fund K |
| Fidelity US Bond Index | BlackRock 20/80 Target Allocation Fund K |
| Vanguard Core Bond Adm | BlackRock LifePath Index 2025 K |
| PGIM High Yield R6 | BlackRock LifePath Index 2035 K |
| DFA Real Estate Securities | BlackRock LifePath Index 2045 K |

Health Advocate & Advisory Benefit

HealthAdvocate is a powerful tool for your employees to easily navigate the complicated and frustrating health care billing and treatment process.

WHAT IS HEALTHADVOCATE?

- ✓ High touch & hi-tech support
- ✓ Coordinate care with providers
- ✓ Research and arrange second opinions
- ✓ Support & education for medical conditions
- ✓ Find the right doctors and services
- ✓ Billing, claims support-ensuring members understand their EOB statement & dispute any errors in provider billing
- ✓ Healthcare decision support with navigating options for treatment and plans for care

WHO IS ELIGIBLE?

- ✓ Participants enrolled in the Resourcing Edge UnitedHealthcare policy.
- ✓ The UHC enrollee's spouse, dependents, parents & in-laws
- ✓ Resourcing Edge offers this at **NO COST** to you or your employees

Your employees are supported well to ensure they get the care and advocacy they deserve.

HealthAdvocate takes the worry and pressure off your employees so they can focus on work.

Employee Support Line

We care about your employees' wellbeing and success. Their success is *your* success.

- **Real people**, dedicated to enriching employees' lives in and out of office.
- Ready to help with everything including:
 - Unexpected personal challenges
 - Understanding the Resourcing Edge system
 - Employee benefit questions

A few common ways the Employee Support Line can help.

- ✓ Support with onboarding and security profile setup, payroll registration, understanding benefits enrollment, or how to access exclusive savings benefits.
- ✓ Guidance on who to speak with when having a baby, assistance with adoption resources, and elder care.
- ✓ Assistance with the benefit implications for marriage, divorce, birth, and adoption.



Re360 Performance Management

Offering employees, a clear path to success, drives engagement and retention. All while giving you a clear view of performance & efficiency.



DRIVE EMPLOYEE ENGAGEMENT AND SUCCESS

- Helps document evolving job responsibilities + expectations
- Result = builds a workplace culture recognizing achievement + driving accountability
- By documenting, managers can quickly identify if employees are not meeting their goals
- Leads to a more productive team by identifying performance issues early & fixing sooner



MITIGATE RISK WITH LINKED DOCUMENTATION

- Corrective action notices communicate employee performance issues
- This provides a consistent documentation record of employee performance
- Corrective action notices from the system communicate employee deficiencies and provide you with consistent documentation
- Mitigate risks against false unemployment claims & employee lawsuits
- Notices are automatically linked to employee job descriptions and performance reviews



SAVE TIME FROM DUPLICATE DATA ENTRY

- Single sign-on (SSO) allows a seamless import/export of employee data from re360 performance management to HR management
- Data is automatically populated in performance management system, saving time from double entry

Re360 Learn – Training & Development

Motivate your employees every day through re360 learn's unique learning experiences based on their needs and personality with multiple media formats by using our hassle-free tool.

Re360 Learn

Offers an extensive course library filled with hundreds of digital trainings on current topics and compliance essentials. We supply both proactive and reactive training guides and video tailored for employees and management.

SAMPLE COURSES

Pandemic Response
Compliance and Legal
Computer and IT
Managerial Training

Diversity
Workplace Safety
Customer Service
Ethics

Harassment
Human Resources
Professional Development
Engagement Improvement

A BLEND OF TECHNOLOGY, CONTENT, AND TRADITIONAL LEARNING AT YOUR DISPOSAL

Through re360 Learn, your team is able to gain comprehensive knowledge and access to experts available through a robust cloud-based software that offers step-by-step courses, video e-learning, and managed training courses to help grow your leadership and drive employee growth and engagement.

FULL COURSE CATALOG AVAILABLE NOW

Your Resourcing Edge advisor can provide you with a full course catalog detailing all the available resources and assist your team with creating an employee education program that can drive engagement and make your teams more efficient!

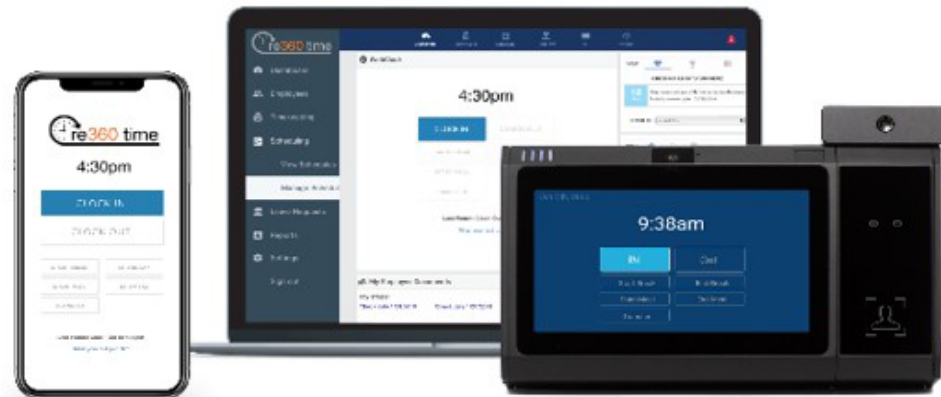
Re360 Time & Attendance

In today's ever-changing business environment employees can now be in a centralized location, remote or assigned to multiple locations.

How can you remain nimble and maneuverable and still provide a way to control hours, stay compliant with legislation, and still maximize productivity?

Re360 gives you everything you need to navigate the complexities of time & attendance with ease including:

- Advanced clock technology with intelligent punch data for better labor management control
- Regulated viewing and management by supervisors and employees
- Manager dashboard for employee status, management and review
- Allows supervisors and managers to edit punch details and approve timecards
- Flexible reporting for job costing and compliance auditing



Time + Attendance

- Scheduling
 - Basic Scheduling
 - View Schedule Deviations
 - Schedule Based Lockout
 - Section 280E Tax treatment
- Leave Management
 - Holidays
 - Custom & repeatable PTO
 - Time off requests
 - Accrual balance
- Timekeeping
 - Hardware clocks
 - Software clocks
 - Mobile access
 - Break & meal tracking keys
 - Simple labor transfer key
 - Unlimited prompt flexibility
 - Duplicate punch prevention
 - Flexible category date
 - Flexible pay rate punch data
 - Manage multiple companies (EINs)

Re360 Expense Management

Offering employees, a clear path to success, drives engagement and retention. All while giving you a clear view of performance & efficiency.

FULL CYCLE AUTOMATED EXPENSE REPORTING.

The processing of expense reports is a painful and inefficient task for many organizations. While employees view gathering receipts, filling out forms, and waiting for their reimbursement as a necessary nuisance, for Finance, the process is downright painful – herding employees to adhere to expense rules, checking for compliance, and transferring data into the accounting system can be a significant drain on Finance staff.

re360 Expense Management eliminates the hassle by integrating a solution with our technology that will grow with your business. We make expense reporting much easier for everyone from Employees to Finance. We make the tedious and time-consuming efficient with our intuitive experience and by integrating with your credit cards and accounting system so everyone can get on to more important tasks.



Full Integration with re360

Flexible to meet any accounting configuration, we fully map to your accounting codes so you can export multiple approved expense reports with a click.



Policy Control and Reporting

Set T&E policies that match expectations for employees that are easy to understand with automatic flagging or blocking of out-of-policy submissions.



Credit Card Integration

Credit card data that flows into re360 Expense Management is automatically routed to cardholders, reducing the burden on them while helping you manage the process.



Easy to Use Mobile Apps

Make expenses easy with the ability to take pictures of receipts and create, submit, and review expense reports on mobile, tablets or desktops!



Automated Workflow

Simple or complex approval chains with approval/denial by mobile, email, or web with choices in plain English (not accounting) & policy guidance to set clear expectations.

Cyber Liability Details

Effective **1/1/2024**, Resourcing Edge **PEO clients** will receive Cyber Liability Insurance at a nominal fee of \$30/month



Policy Details

- ▶ Limit of Liability: \$250,000 Maximum Coverage
- ▶ Master Policy: No Aggregate Limit
- ▶ \$1,000 Deductible
- ▶ Worldwide Coverage
- ▶ Claims must be reported within 60 days of suspected or actual breach



Coverage Details

- ▶ Cyber Event Expenses - \$50,000 Maximum Coverage
 - Notification & Credit Monitoring
 - Forensics Expenses & Associated Legal Expenses
 - Call Center & Public Relations
- ▶ Ransom Payment - \$10,000 Maximum Coverage
- ▶ Cyber Deception - \$10,000 Maximum Coverage
 - Fraudulent Instruction
 - Funds Transfer Fraud
 - Telephone Fraud