



PRIVATELY HELD BUSINESSES
THAT USE PEOS ARE
50% LESS LIKELY
TO FAIL

THE GROWTH RATE OF REVENUE WAS AT
13.5% FOR PEO
CLIENTS
VERSUS **8.5%** FOR NON PEO
CLIENTS

Statistic Source – National Association of Professional Employer Organizations (NAPEO)

PEO (Professional Employer Organization)

It's probably an acronym that you have heard, but what does it really mean, and is a PEO (Professional Employer Organization) right for you?

A PEO is a co-employment relationship, meaning LBMC Employment Partners, the first Tennessee-based PEO to receive the Certified Professional Employment Organization (CPEO) designation, optimizes human resources for your business. The benefit of being part of a PEO means no matter your company size, your employees will be part of a larger pool, giving you lower benefits costs, and a lower cost per employee for all HR services.

The management of employees become more and more complex each day. Alleviate the complexities of Human Resources Management by outsourcing non-core business functions while you focus on revenue-producing operations.

“ Our relationship with LBMC Employment Partners has been sustained for the past 13 years thanks to the team's commitment to offering personalized support and advice to all of us at MVI Field Services.”

— Rick Patterson, President, MVI Field Services

Becoming a member of a PEO provides companies with:

- Complete HR support
- More time to run your business
- Expert compliance management of Cobra, HIPAA, OSHA, ERISA, etc.
- Efficient payroll processing and payroll tax administration
- Access to Certified HR Professionals
- The power of group access for healthcare, retirement services, dental insurance, and disability benefits
- Access to a larger benefits network, and the ability to offer large-scale benefits to employees

WHY A PEO IS RIGHT FOR YOUR COMPANY

Complete Management of Your HR tasks

- Dedicated Human Resources Professional
- Comprehensive Review of HR Policies and Practices
- Employee Handbook Development with Updates
- Regulatory Compliance
- Employee Relations
- Documentation and Maintenance of Personnel Files
- New Hire Orientation
- HR Consulting and On-Call Services
- Training
 - Supervisory training
 - Harassment/discrimination avoidance
 - Leave (Example: Medical, FMLA, Personal)
 - Performance management
- Employment Practices Liability Insurance
- Unemployment Claims Administration
- Family Medical Leave Act Administration

Complete Payroll Processing and Tax Management

- Payroll Processing
- Payroll Tax Filings and Reporting
- Year-end W2's
- Paid Time-Off (PTO) Accrual and Tracking
- Third-Party Agency Payments and Reporting
- SSAE-16 Compliant
- General Ledger Downloads and Time Captures
- Timekeeping Solutions

Access to Comprehensive & Affordable Employee Benefits

- Online Enrollment Tool
- Workers' Compensation Program
- Employment Practices Liability Insurance
- Unemployment Cost Control Service
- Health Risk Assessment
- Healthy Lifestyle Promotion
- Group Health Insurance
- Group Life Insurance
- COBRA Administration
- 401(k) Retirement Plan
- Group Workers' Compensation Insurance Program
- Administration and Communication of all Benefits Plans
- Employee Benefits Advocacy Services
- Section 125 Plan Pre-Tax Spending Accounts
- Health Savings Account
- Long-Term and Short-Term Disability
- Supplemental Life Insurance
- Dental Insurance
- Vision Insurance
- Accident Insurance
- Critical Care Insurance
- Life Assistance Program
- Auto/Home Insurance

Additional Information About LBMC Employment Partners, LLC

LBMC Employment Partners, LLC is a leading human resources consulting firm headquartered in Nashville, TN with offices in the surrounding area. LBMC Employment Partners provides a complete menu of human resources products and services, including Professional Employer Organization (PEO), human resources consulting, regulatory compliance, health and employee benefits, workers' compensation, COBRA, payroll and tax compliance, Section 125, plans and unemployment insurance claims.

LBMC Family of Companies

 **Employment Partners**

 **LBMC P.C.**

 **Staffing Solutions**

 **Technology Solutions**

 **Investment Advisors**

 **Information Security**

 **Physician Business Solutions**

 **LBMC WSquared**

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