

Solving Your Clients' HR Challenges with ExtensisHR

ExtensisHR™

As a commercial insurance broker, your clients respect and value your opinion. In addition to connecting small- and medium-sized (SMB) business leaders to the right coverages, you see the ups and downs SMBs face during day-to-day business operations.

Some common issues brokers often hear from their SMB clients and prospects are challenges surrounding HR compliance, HR technology, benefit administration, payroll and tax management, and attracting and retaining top talent.

Luckily, a single solution exists to take back control over these time- and resource-draining activities: **partnering with a Professional Employer Organization (PEO)**. A PEO is a firm that allows SMB employers to outsource most of their HR management responsibilities, including HR, payroll, benefits, risk management and compliance, and HR technology.

Use this guide to demonstrate how you can help clients overcome HR challenges by partnering with ExtensisHR, so they can spend more time focusing on growing their core business and bottom line.

According to the National Association of Professional Employer Organizations (NAPEO), companies who partner with a PEO:



Grow **9%** faster



Save **35%** on HR administration costs



Lower employee turnover by almost **14%**



Become **50%** less likely to go out of business



Employee Benefits

Is your client facing healthcare renewal challenges?

Solution: Joining a large group medical plan through a PEO solution like ExtensisHR provides access to Fortune 500-level benefit plans, eliminates age banding and increases network availability, all at an affordable cost.

Are they concerned about ACA compliance and administration?

Solution: A PEO like ExtensisHR protects businesses by assuming responsibility for all benefit compliance and administration, including Form 1094-C and 1095-C distribution and enrollment periods.

Are they losing top talent to competitors with more desirable benefits packages?

Solution: With ExtensisHR, businesses achieve economies of scale to offer richer, more affordable benefits that resonate with today's job seekers.

Are they feeling stressed by the amount of work required from benefit administration?

Solution: Partnering with a Human Resources Outsourcing solution provider like ExtensisHR gives employers access to user-friendly benefit administration technology and provides a single, helpful resource to direct employees with questions.

HR Compliance

Is managing a distributed workforce a challenge?

Solution: ExtensisHR's compliance experts and sophisticated HRIS technology protect against mistakes managing PTO, absentee programs, daily scheduling, hiring, benefit administration, and more.

Do their HR handbook and policies address the realities of today's workforce?

Solution: ExtensisHR's compliance expertise and HRIS software make employers more proactive in establishing compliant policies that conform to the demands of a changing workplace.

Is their in-house HR team struggling to maintain state/federal compliance?

Solution: ExtensisHR's team of compliance experts help businesses understand regulatory provisions in plain language, explain how these laws affect their organization, and manage tasks on their behalf.

Growth and Ongoing HR Management

Have they recently grown to 50+ worksite employees and/or employ staff throughout the country?

Solution: ExtensisHR helps businesses address the complexities of labor laws that apply at 50+ WSEs. Our HR and compliance experts streamline HR for growing and/or geographically distributed organizations.

Are they experiencing excessive employee turnover?

Solution: It's estimated that an average employee departure costs about 1/3 of a worker's annual earnings. ExtensisHR's experienced teams determine the root cause of high employee turnover, then develop a straightforward roadmap to close the gap between company performance and employee satisfaction.

Has their in-house HR team failed to scale with the company and is now stretched too thin?

Solution: Partnering with an outsourced HR provider like ExtensisHR frees up in-house HR personnel to focus on big-picture strategic initiatives, not time-consuming daily HR tasks.

Do they need a strategic recruiting, hiring and performance management plan?

Solution: ExtensisHR has the resources, network, technology, and skills to source a great selection of candidates. We will also provide a tailored roadmap on how to fill open roles, attract and engage the right candidates who fit into your client's culture, hire for diversity and inclusion, collaborate on recruiting needs, identify the ideal candidate profile, coordinate interviews and screenings, assist with offer letter construction, and ensure an exceptional candidate experience.

Technology Limitations

Could they benefit from HRIS technology with a self-service employee portal for payroll, personal information, benefit administration, and PTO?

Solution: ExtensisHR's secure, cloud based HRIS solution includes tools for time and labor, benefit administration, performance management, and more—via a desktop solution and full mobile application experience. APIs enable integration with existing systems.

Do they want greater visibility into their company data for analytics purposes?

Solution: ExtensisHR provides detailed reports and expert analysis to help employers identify big-picture trends, challenges, and opportunities for their businesses.

Dissatisfaction With Current Solution

Is your client underwhelmed or unhappy with the service from their current HR/payroll partner?

Solution: Personalized service and access to our executive decision makers have resulted in ExtensisHR's industry leading Net Promoter Score, a 95% client retention rate, and a 40% client referral rate. Our people are our biggest differentiator.

Are they struggling to manage multiple vendors and disparate solutions?

Solution: Partnering with a single provider alleviates the complexity of keeping track of multiple systems and vendors. ExtensisHR's configurable outsourced HR and payroll solutions seamlessly streamline and centralize human resources management and benefit administration through one, holistic platform.

Simplifying HR for brokers and businesses.

As a commercial insurance broker, you are accustomed to providing solutions to help SMB leaders reduce risk and solve complex business challenges. Partnering with a proven PEO lets SMB leaders offload time-draining HR responsibilities to experts while simultaneously demonstrating your commitment to their success.

Whether your SMB prospects or clients have long struggled with human resource management challenges, have recently experienced growth or expansion, or are just beginning to realize they need additional HR help, working with a trusted PEO like ExtensisHR ensures these businesses stay in good hands.

If you have any questions about our services and solutions, our broker-centric service model, or other HR issues facing your clients, please [contact us](#) and let us show you how we can help.