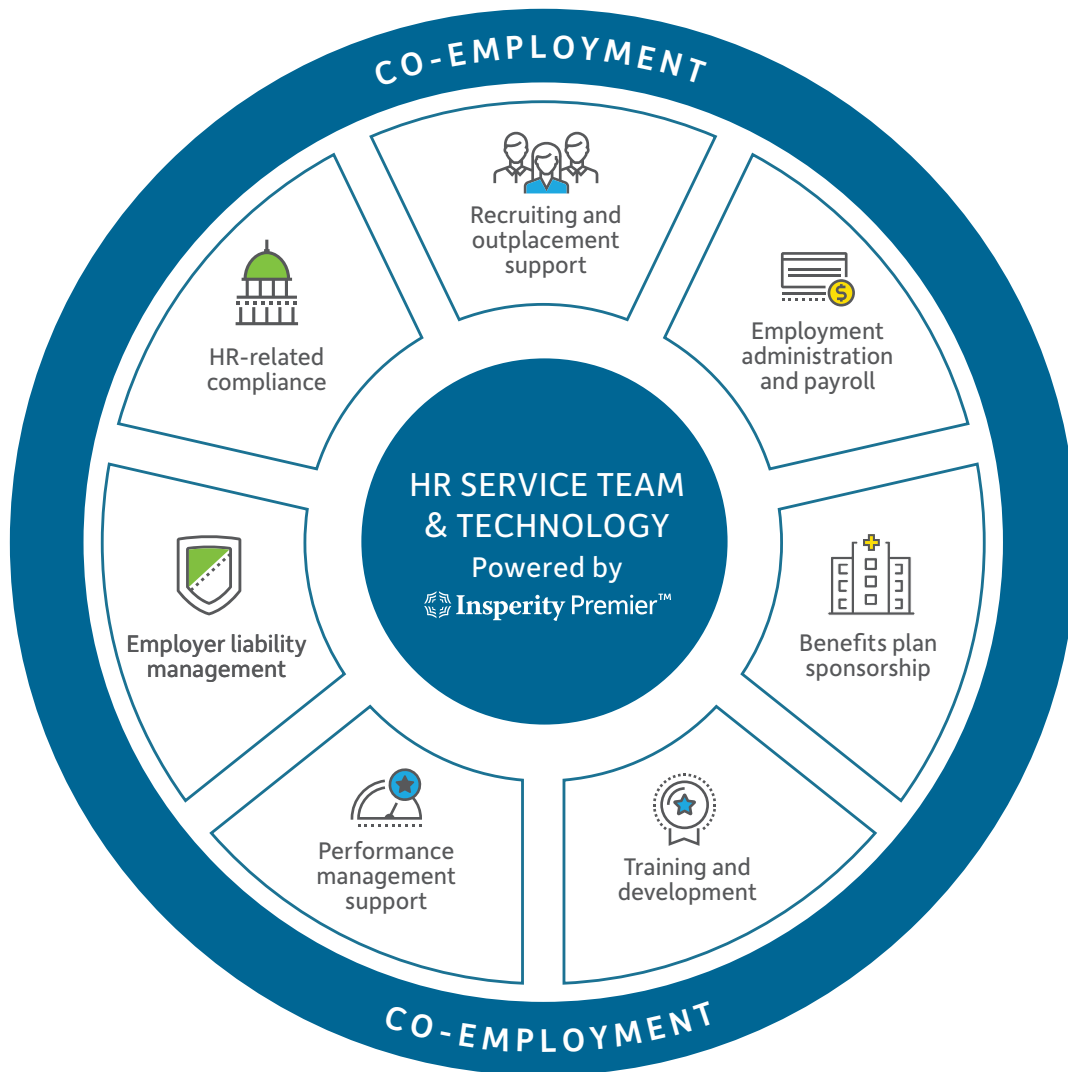


Workforce Optimization

The Insperity® Workforce Optimization® solution is designed to help move your company ahead as far and as fast as possible. This co-employment solution combines personalized service and a proprietary HR technology platform to provide an unmatched customer experience.



Experience a higher level of HR service and technology

Recruiting and outplacement support

- Job description development
- Wage and salary surveys
- Process review
- Interviewing and selection training

Employment administration and payroll

- Payroll processing
- Reporting, paying and withholding payroll taxes
- Online paystubs and W-2s
- Payroll management reports
- Garnishment and deduction administration
- Employment eligibility verification
- Time and attendance
- PTO accrual tracking
- Leave tracking and administration

Benefits plan sponsorship

- Insperty-sponsored benefit plans and programs
 - Medical, dental and vision
 - Employee assistance program
 - Health savings account
 - Health care flexible spending account
 - Life, disability and personal accident insurance
- COBRA administration

Training and development

- Identify performance improvement opportunities
- Leadership and employee development
- More than 100,000 online learning assets
- Professional education units (CPE and PDU) for select courses
- Live, virtual training

Performance management support

- Performance appraisals
- Compensation resources and tools
- Supervisor coaching
- Job descriptions
- Reward and recognition program assistance
- Compensation trends
- Client self-help tools and worksheets for variable and sales pay designs
- Climate surveys

Employer liability management

- Workers' compensation plan coverage and claims resolution
- Employment practices liability insurance
- Employee handbooks
- Termination assistance
- Employee relations guidance
- Substance abuse prevention
- Harassment and discrimination prevention training

HR-related compliance

- Unemployment claims administration
- FICA, FUTA, SUTA
- Drug-free policies and/or administration
- Discrimination/harassment complaints assistance
- FLSA exempt, nonexempt classification education