



Employers One Source Group

A Professional Employer Organization

**Our Most Important
Employees
Are YoursSM**

✓ Consider HR DoneTM



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Why Did You Go Into Business

- ◆ To Generate Profit
- ◆ Provide for Your Future
- ◆ Improve Your Net Worth
- ◆ To Build Something





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You Never Went Into Business

- ◆ To Manage Employees?
- ◆ To Deal with Government Red Tape?
- ◆ To Assume Unnecessary Liability?





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Major Challenges to Business Owners

- ◆ Government Compliance
- ◆ Taxes
- ◆ Employees
- ◆ Record Keeping
- ◆ Non-Revenue Generating Tasks
- ◆ Time
- ◆ Over 200 Federal Employment Laws

The government continues to impose rules and regulations on your business and your employees.



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Regulations Imposed on Your Business



Don't Go Alone!
Partner with EOSG!

Common Law

PAST

Case Law
Common Law

Case Law
Common Law

Case Law
Common Law

Case Law
Common Law

Case Law
Common Law

PRESENT

LMRA
FLSA
IRS
FICA

ADEA
MSSA
FUTA
FDA
EPA
EEO
LMRA
FLSA
IRS
FICA

ERISA
HMO
MSHA
OSHA
FRA
ADEA
MSSA
FUTA
FDA
EPA
EEO
LMRA
FLSA
IRS
FICA

HIPAA
ADA
ESLA
FMLA
TRA
TRFA
IRA
COBRA
ERISA
HMO
MSHA
OSHA
FRA
ADEA
MSSA
FUTA
FDA
EPA
EEO
LMRA
FLSA
IRS
FICA

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Are You Familiar With PEO's & Employers One Source Group

- ◆ Outsourced Human Resources
- ◆ Comprehensive Payroll Processing
- ◆ Benefits Administration
- ◆ Risk Management

- ◆ Employers One Source Group
 - ◆ A Professional Employment Organization
 - ◆ Licensed in the State of Texas since 1998
 - ◆ A Historically Underutilized Business (HUB)



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"They're Not Employees, They're People"

"Free managers to manage people..."

... PEO's free up managers to focus on the business rather than on employee-related rules, regulations, and paperwork."

Peter F. Drucker in Harvard Business Review, Feb. 2002



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Get back in the business of doing business!

- ◆ We represent hundreds of businesses and thousands of employees across the United States
- ◆ One single fee...
 - ◆ Payroll Processing
 - ◆ Payroll Taxes
 - ◆ Workers' Compensation
 - ◆ Employee Benefits
 - ◆ Human Resources
- ◆ Service fee is usually less than what you're paying now, generating savings to your bottom-line

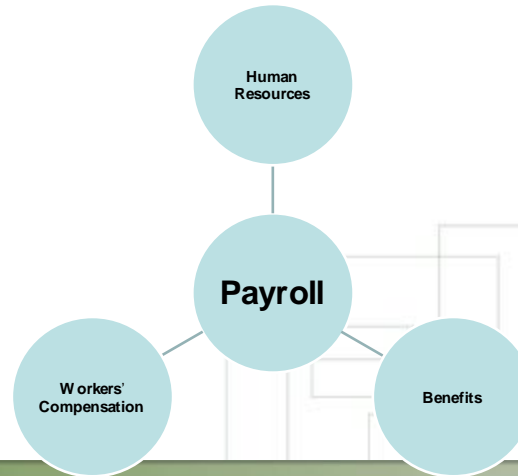




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Why Outsource?



- ◆ To Control your exposure to government compliance.
- ◆ To reduce your overall labor costs and liabilities.
- ◆ To improve your company's bottom line.
- ◆ To free up your key executives to generate revenue.



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Place Your Employees With Us

◆ By Doing So:

- ◆ Employers One Source Group becomes a Co-Employer
- ◆ The Employer of Record for Tax and Insurance Purposes
- ◆ Your Outsourced Human Resource Department

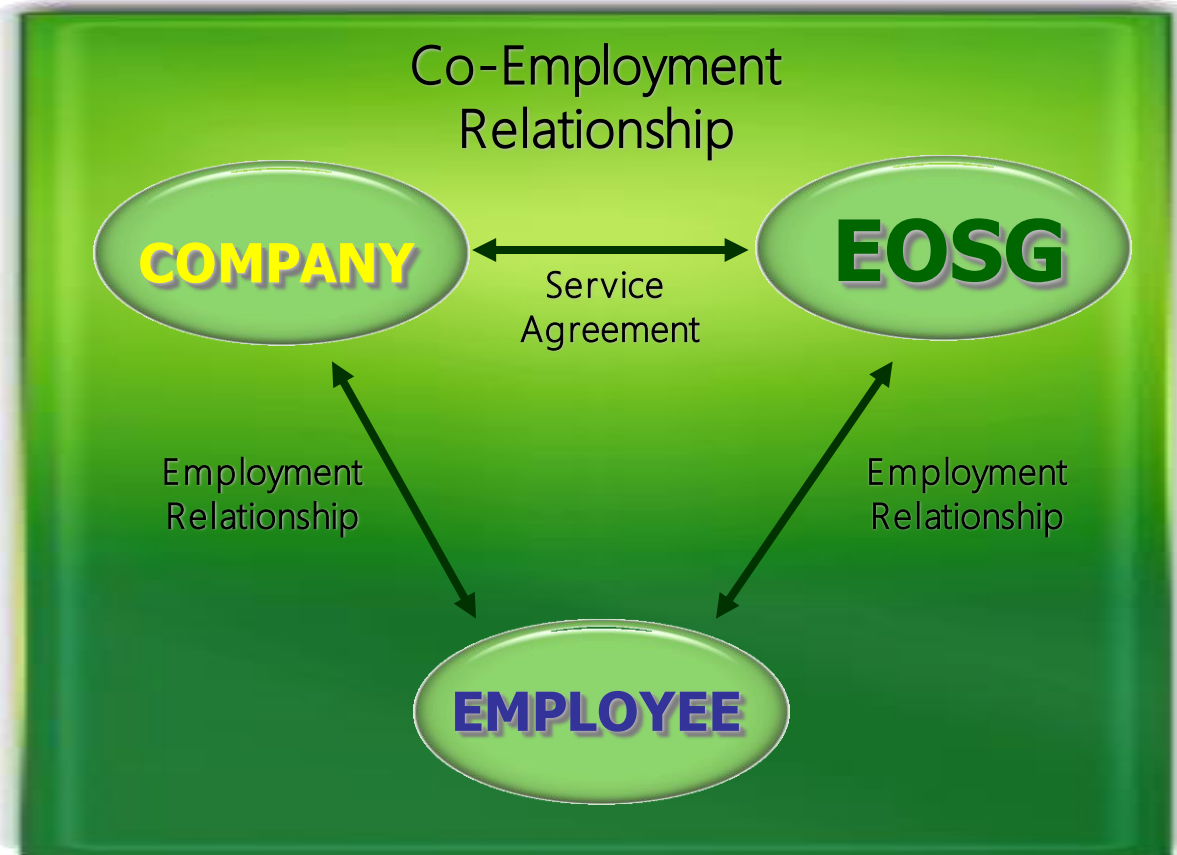
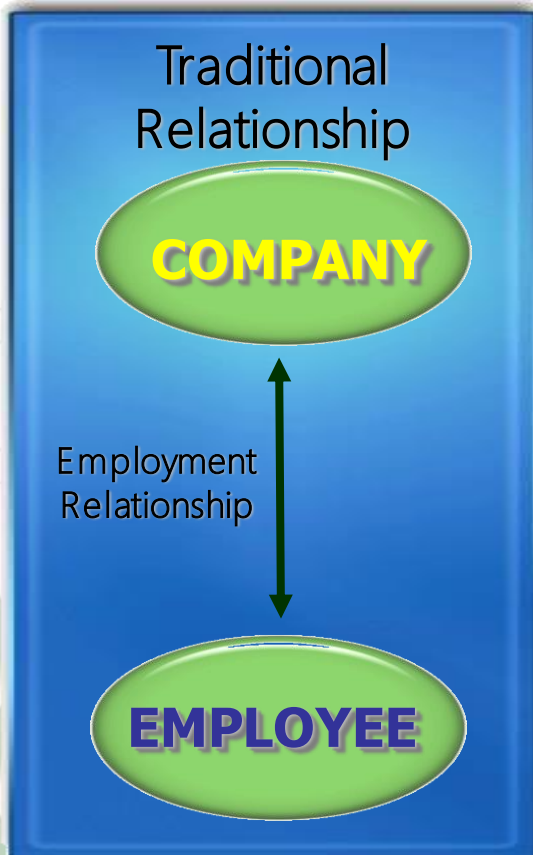




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Traditional vs Co-Employment





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We Become Your HR Department



Payroll
Processing



Human
Resources



Employee
Benefits



Workers'
Compensation

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We Process Payroll

- ◆ Payroll Checks
- ◆ Direct Deposit
- ◆ Management Reports
- ◆ Reduced banking fees
- ◆ Government compliance & Liability absolution
- ◆ 940, 941, W-2's



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We Provide Human Resources Services

- ◆ Policies & Procedures
- ◆ Personnel Files
- ◆ I-9's, W-4's, etc...
- ◆ Unemployment Claims Administration
- ◆ Hiring & Firing Assistance
- ◆ Employment Screening
- ◆ Drug Testing
- ◆ Alternate Dispute Resolution



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We Administer Employee Benefits

- ◆ Major Medical
- ◆ Dental & Vision
- ◆ 401(k) (Retirement Plans)
- ◆ Life Insurance
- ◆ Section 125 (Cafeteria Plan)
- ◆ Fortune 500 Style of Benefits



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We Provide Workers' Compensation

- ◆ Claims Administration
- ◆ Accident Investigation
- ◆ Employee Safety Training
- ◆ Safety Programs
- ◆ Eliminate Deposits, Reporting and Audits



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Direct Financial Impact of Using EOSG

- ◆ Payroll Administration
- ◆ Business Insurance Package
 - ◆ Workers' Compensation
 - ◆ Group Medical
- ◆ Employee Benefits Package
 - ◆ 401(k) - Retirement Plan
 - ◆ Section 125 - Cafeteria Plan



Indirect Financial Impact of Using EOSG

- ◆ Eliminate non-productive administration
- ◆ Re-focus on bottom line activities
- ◆ Create operating leverage
- ◆ Reduce employer liabilities
- ◆ Improve employee retention and morale
- ◆ Reduce vulnerability to key employee turnover



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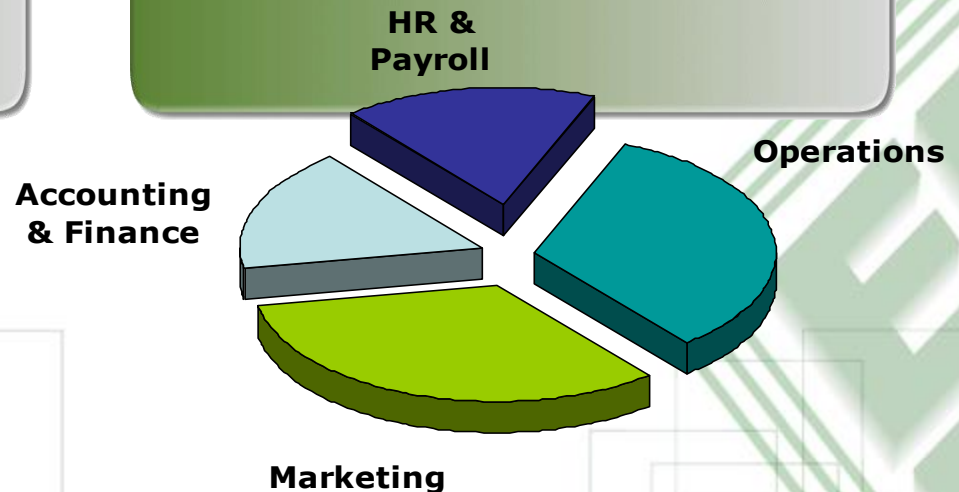
Time Allocation Administrative Support Functions Standard Conventional Setup

◆ Non-Productive

- ◆ Human Resources
- ◆ Payroll Administration
- ◆ Benefits Administration
- ◆ Risk Management
- ◆ Accounting
- ◆ Finance

◆ Productive

- ◆ Operations/Production
- ◆ Customer Relations
- ◆ Customer Re-Orders
- ◆ Sales & Marketing





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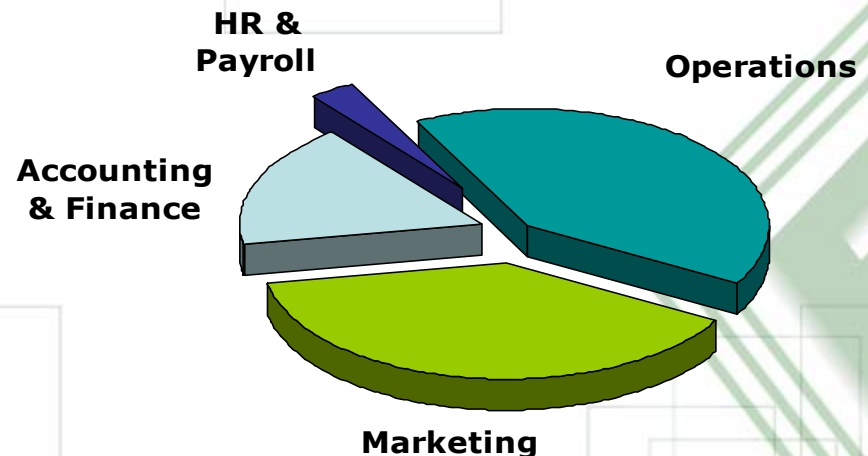
Time Allocation Administrative Support Functions Using EOSG as Your PEO

◆ Non-Productive

- ◆ Accounting
- ◆ Finance
- ◆ Minimal HR & Payroll

◆ Productive

- ◆ Operations/Production
- ◆ Customer Relations
- ◆ Customer Re-Orders
- ◆ Sales & Marketing





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Old Way of Doing Business

Supervision

- ◆ Pay Negotiation
- ◆ Warning Notices
- ◆ Review:
 - ◆ Management Reports
 - ◆ Overtime
 - ◆ Department Costs
 - ◆ Product Costs
 - ◆ Employee Handbook

Payroll

- ◆ Report Hours
- ◆ Write Checks
- ◆ Compute Pay
- ◆ Compute W/H
- ◆ Deductions
- ◆ Reconcile Accounts
- ◆ Compute FICA/Med
- ◆ Track:
 - ◆ Vacations
 - ◆ Sick Pay
 - ◆ Eligibility for Benefits
 - ◆ Probationary Period
 - ◆ Anniversary Dates
 - ◆ Management Reports

Employer Taxes

- ◆ Unemployment; State & Federal
- ◆ FIT & FICA
- ◆ Quarterly Reports
- ◆ 940, 941, & W-2's
- ◆ Penalties

Insurance

- ◆ Workers' Comp
- ◆ Group Health, Life, Dental, & others
- ◆ Negotiate Rates
- ◆ Inquiries
- ◆ Claims
- ◆ COBRA
- ◆ Pay Premiums
- ◆ Section 125 Administration

Hiring & Firing

- ◆ Review & Process
- ◆ Employment Applications
- ◆ W-4
- ◆ I-9 Verification
- ◆ Discharge Notices
- ◆ Wage & Hour Compliance



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New Business Model With PEO

- ◆ Supervision
 - ◆ Management Reports
 - ◆ Overtime
 - ◆ Departmental Costs
 - ◆ Product Costs
- ◆ Payroll
 - ◆ Report Hours

- ◆ Employer Taxes
 - ◆ N/A
- ◆ Insurance
 - ◆ Pay Premiums
- ◆ Hiring & Firing
 - ◆ Review & Process
 - ◆ Discharge Notices



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Contact Information Proposal Requirements

- ◆ Employers One Source Group
 - ◆ 1260 Pin Oak Rd, Suite 102
 - ◆ Katy, Texas 77494
 - ◆ (281)492-9292
 - ◆ sales@eosg.com

- ◆ What we need from you:
 - ◆ Payroll roster, or 2 most recent payroll invoices
 - ◆ Workers' Comp Dec Page with E-Mod, or PEO invoice
 - ◆ 2 most recent 941s
 - ◆ Loss Runs – last 3 years up to current
 - ◆ Employee roster
 - ◆ (name, gender, DOB, coverage type, and home zip code)