**KEEP YOUR**

**F**wher**O**e it ma**C**tters **US**

**JOIN THE LARGEST SMALL BUSINESS BUYING GROUP**

Recommended by

**THE HARVARD BUSINESS REVIEW WARREN BUFFETT**

**JACK WELCH ENTREPRENEUR MAGAZINE**

**SBE 479 FOCUS ON SALES AND GROWTH!**



**CALL 1844.479.8326 (479TEAM)**

**All these services are integrated through a single sign-on to SBE479.ORG's world class HR platform, making it easy for customers to integrate these capabilities**

**throughout their organization.**

**SAVINGS**

SBE479.ORG studied eight clients who deployed SBE479.ORG for at least three years to quantify the bottom-line business impact and organizational eﬀectiveness that our solution brought to them.

All eight companies had in common a fast-paced high growth scenario with limited resources. The results are shown below:

SAVINGS

|  |  |  |
| --- | --- | --- |
| Average Tangible Value Drivers: **Reduced/Avoided Costs** | **Average Year 1** | **Average 3-Year NPV** |
| Savings from reduced cost of beneﬁts premiums | $146,000 | $339,700 |
| Savings from reduced cost of beneﬁts adminstration | $3,000 | $7,770 |
| Savings from avoided need to hire/add HR staﬀ | $86,800 | $250,700 |
| Savings from reduced payroll processing costs | $18,000 | $55,000 |
| Savings from avoided legal fees | $5,000 | $13,360 |
| Savings from reduced undiscovered payroll error | $36,400 | $119,000 |
| Savings from reduced HR staﬀ data entry costs | $9,000 | $24,600 |
| Savings from avoided employee communications | $7,500 | $18,500 |
| Savings from avoided cost of HRIS/HRMS solutions | $29,400 | $29,300 |
| **TOTAL AVERAGE TANGIBLE BENEFIT:** | **$341,000** | **$857,900** |

# 2



**DID YOU EVER WONDER WHERE YOUR DAY WENT ?**

BECAUSE YOU GOT NOTHING DONE YOU WANTED OR NEEDED TO

AND BECAUSE THE DAY WAS TIED UP WITH WASTE OF TIME PAPERWORK, BUSY WORK, AND ADMINISTRATION THAT JUST HAD TO BE DONE BUT COULD BE ELIMINATED BY TECHNOLOGY?

For years, small business owners have been forced to spend precious time and money cobbling together an in-house HR infrastructure with solutions from a handful of external providers. What they found was a dizzying combination of regulations, administrative headaches, and escalating costs.

“I lost 84,000 and a wrongful sexual harassment suit now I'm protected. **Thank you sbe479**” 47 employee Manufacturer in New Jersey

“I got my medical rates lower than even last year after I switched.

**Thank you for SBE479**” 87 employees ﬁnance company in New York

“We beat an big DOL audit with not penalties or ﬁnes**.**

**Thanks to SBE479**” 128 employee multi-state Retailer

“Due to these new Fortune 500 beneﬁt programs we are deﬁnitely hiring people easier now.

**Thank you SBE479**” 21 employee Tech Start Up

Today, forward-thinking executives have learned that the best strategy i s the SBE479.ORG strategy. Partnering with us allows them to devote their ﬁnite resources to what they do best and out source the rest. That's why thousands of business owners trust us to manage the ever-growing complexity of their HR responsibilities.

With SBE479.ORG, small companies ﬁnally have a trusted partner to help them contain HR costs, minimize employer-related risks, relieve the administrative burden of HR —and gain the focus they need to realize their ambitions.

# 3



FROM AMERICA’S LARGEST SMALL BUSINESS BUYING ORGANIZATION

The Costco Of The Expensive Services

## WHAT CAN WE DO TO MAKE 2017

Here’s What We Did For Other Small Businesses In 2016:

Last Year The Sbe479 Team And Partners Saved **Employees** Over **$80 Million** In Health Care Contributions And Saved **Employers** Over **$128 Million Dollars!**

We Reduce Worker’s Compensation Premiums By An Average Of 28.5% For New Buying Group Members.

We Enabled Over **200,000 Employees** To Buy Dental Coverage That Didn’t Have Affordable Options Before Or Their Employers Didn’t Want The Headache Of Offering It.

***( Great For Our Member’s Employee Retention )***

We Reduce Time Executives And Your Expensive Staff Spent Wasting Your Money And Their Time On Paperwork And Efﬁcient Silly Processes Of

By Over **2.76 million** Hours!



#### Over 130,000 employers in the United States take advantage of this program

ADVANTAGES OF BEING AN SBE479 ORGANIZATION MEMBER

* Reduction of **Group Health Insurance** Premiums on the average 31%.

**·** Relief of liabilities including penalties and ﬁnes from **D.O.L., O.S.H.A., E.E.O.C.**,.

* Ask about our **$5 Million** Penalty and Fine Guarantee.
* “Who you gonna call when you are audited by the **DOL” – 479** .
* Reduction of Worker's Compensation up to **25%** and in some cases .
* Reduction of Worker's Compensation up to **25%** and in some cases .
* Lower Group Insurance Renewals - averaging **4%** to **5%**- *no surprises.*
* Ability to provide other Fortune **500** beneﬁts without administration.
* Decreased employee turnover by **23%** according to industry averages.
* **50%** higher survival rate of startups who use these programs.
* Access to integrated operating systems that increase **eﬃciencies, reduce wasted busy work, reduce liabilities,** and **reduce costs** directly and indirectly.
* Provides better **buying power** and negotiation leverage for various services by accessing larger buying group.
* Provides business owners additional **sleep insurance** by transferring and sharing the ﬁduciary liabilities that often can pierce the corporate vail.

# 5

SBE479.ORG'S HR SERVICES

### “Big Company” Support for Employers and Employees

Today's pace-setti ㄠ듸߻ng executives understand the importance of giving their company a competitive advantage through stellar HR processes and services. With SBE479.ORG, small companies outsource their core HR processes and enjoy a comprehensive set of services that are typically available only to much larger organizations.

##### For employers, these end-to-end services include:

* **Complete payroll and tax services in all 50 states**
* **The broadest choice of beneﬁts packages with unparalleled depth and richness**
* **Crucial protection from employer-related risk and compliance**
* **Strategic human capital guidance tailored for your industry**

For employees, services include a suite of high- caliber medical plans, voluntary beneﬁt oﬀerings such as pre-tax FSAs and HSAs, and online self- service features.

By transforming a traditionally high-overhead HR function into a series of services that empower all levels of an organization, we allow executives to focus on what they do best—while improving the lives of their employees and their families.

|  |  |
| --- | --- |
| Employee | Employer |
|  |  |
| Comprehensive Health Beneﬁts  FSAs,HSAs,and other Voluntary Beniﬁts Payroll Deductions and Direct Deposit PTO and Leave Processing  Online Pay stubs and W-2s Online Beneﬁts Enrollments Beneﬁts Comparisons, Calculators Employee Relations  Employee Perks  COBRA and EAP services | Human Capital Plan  “Big Company” Beneﬁts and Administration Beneﬁts Funding Strategies  Multi-state Payroll Process  End-to-end Workers’ Compensation  Policies, Procedures, and Handbooks Onboarding and Termination  Premium 401 (k) Plan  Labor and Beneﬁts Law Compliance Human Capital Dashboards |

# 6



SBE479.ORG'S STRATEGIC SERVICES

### Supporting Your Company's Growth



SBE479 super hero

World Class Benefits

7-9 Times Faster Growth

14% Lower

Employee

turnover

SAVINGS

Integration

PEACE OF MIND

SALES

GROWTH

Our Strategic Services are tailored to meet the needs of companies at every point in their lifecycle—whether it's a small business of 20 employees or an expanding company of 100 and growing. These services equip you with an unparalleled ability to acquire the best employees, align workforce goals with high-level company objectives, drive new levels of performance and productivity, and develop and mentor your future leaders.

* **Performance Management** increases employee productivity by ensuring clear alignment of employee and company goals.
* **Leadership Training** trains and develops your managers.
* **Talent Acquisition** helps you recruit the very best talent to your company.
* **Corporate Ethics Program** provides incident awareness and resolution best practices in support of governance, risk, and compliance initiatives.
* **Team Accelerator** develops strong teams by assessing each individual's talents and strengths as they relate to team performance.
* **Compensation Consulting** helps you deﬁne your compensation strategy, developed to meet your business objectives.
* **Time and Attendance** provides a comprehensive management solution for all your employees, including hourly and project- based labor.
* **Expense Management** automates the entire expense reporting process so it can be managed from a smart phone, tablet, or computer.

**Find More**

# 7

SBE479.ORG'S TECHNOLOGY

**Power and Efficiency: SBE479.0RG's 100%**

**Paperless, Web-Based Platform**



Most companies would be hard-pressed to invest over $30M into building their technology infrastructure. But that's precisely what we've done

- creating role-based, self-service capabilities to help employees, managers, and executives access the information they need, when they need it.

When you work with us, you're leveraging our investment for your benefit.

All of SBE479.ORG's services are supported by a web-based, PeopleSoft-Oracle technology platform. So unlike other HR providers, SBE479.ORG's sophisticated workflow capabilities completely eliminate all paperwork and manual effort. Our platform offers employer-level applications to help manage crucial tasks such as benefits and compensation planning. Advanced analytics and reporting capabilities give executives the HR metrics, actionable insight, and answers they need to run their business and stay ahead of their competition. What do you get with SBE479.ORG?

Power and efficiency.

# 8

**LEADING-EDGE ONLINE SERVICES**

SBE479.ORG equips your managers and staff with the self-service features and real-time data to perform crucial tasks such as:

* Hiring and terminating employees online
* Adjusting employee pay and status levels
* Viewing real-time employee and benefits data
* Building and running custom reports
* Accessing human capital and accounting dashboards
* Creating compensation reports

**Employees can:**

* View and manage their payroll information
* Enroll in benefits
* View their paystubs and W2s
* Participate in online training programs



**EXECUTIVE**

**My Company Setup My Staff**

**Benefits Decision Performance Management**



**My Report**

**Work flow inbox Talent Acquisition**

**Compensation Planner**

**MANAGER**

|  |  |
| --- | --- |
| **EMPLOYEE** | |
| **About Me** | **My PTO** |
| **My pay** | **My Training** |
| **My Benifits** | **My Company** |
| **My Time** | **Open Enroll** |

SERVICES TEAM vs SERVICES

**The Industry Standard for "High Touch" Support**

As a SBE479.0RG client, you will be protected and guided by a network of dedicated human capital specialists and experts. Our unique service model matches the needs of your company's workforce to specific members of our service team.ensuring a high level of customer service and attention throughout your organization.

**The SBE479.ORG Service team includes:**

**-The SBE479.ORG Human Resources Director,** who manages a direct relationship with C-Level executives

**-The SBE479.ORG HR Human Capital Consultants,** who provide best-practices expertise, guiding you through complex issues such as compliance, pre-employment screening, termination procedures, safety plans, and employee record management

**-The Account Services Consultant,** who offers support for day-to-day benefit and payroll issues

**-The Solution Center,** ensuring a rapid resolution to common HR challenges



**EXECUTIVE**

**HR/FINANCE MANAGER**

**EMPLOYEES**

**SOLUTION CENTER**

**CONSULTANT**

**HUMAN CAPITAL**

**CONSULTANT**

**HUMAN CAPITAL**

**DIRECTOR**

**We are at the forefront of delivering "high touch" support to small businesses, and we offer the highest**

#### The Bottom Line: Your Life is Better with SBE479.ORG

Small company executives have typically been forced to tolerate the challenges associated with their human resources function because they had no alternative. They had to use precious time and energy on HR administrative details, assuming full responsibility of employer-related risk and working to contain costs.

##### Today, more than 130,000 small companies trust SBE479.ORG to oﬀer a better way.

From executives to employees, all levels of an organization gain the advantages of “big company” HR processes and services — and a trusted partner to help contain HR costs, minimize employer-related risks, and relieve the administration burden of HR.

A Partial 479 Service Checklist

**A**

**BENEFITS**

**D**

**SERVICE AS YOU GROW**

Fortune 500 beneﬁts at 16% less cost than your existing group insurance costs. Provides “day one” coverage for new hires

Contains no individual underwriting

Ensures the depth and ﬂexibility of choice you need

Provides as needed additional services such as Talent Acquisition and Performance Management

Enables your organization to succeed at each stage in its lifecycle

**B**

**TECHNOLOGY**

**E**

**OTHER DUE DILIGENCE**

Supports its service with a brand-name human resources information system

Oﬀers online, role-based systems for both managers and employees

Enables easy administration of a multi-state workforce

Automates processes such as Paid Time Oﬀ, Beneﬁts Enrollment, and Employee Onboarding/Offb 념듸߻oarding

Payroll services in all 50 states

Workers Compensation from an A++ rated carrier

Financial performance validated by Employer Services Assurance Corporation (ESAC)

Strong customer references from companies in your industry

**C**

**SERVICE TEAM**

Provides clear processes and systems for ensuring transparency and accountability

Employs human capital consultants that are [100% certiﬁed/creden](http://sbe479.org/)tialed

**Find More**

Conducts best-in-class human capital audits to ensure your company's compliance

IMAGINE A WORLD WITH…



Health Insurance Increases Filing any government compliance forms



#### Age banded health rates or Community Rates



Lawsuit sexual harassment or other discrimination lawsuits



Transferring data between payroll, time clock and scheduling systems



Corporate and PERSONAL liabilities because any penalties and ﬁnes are literally the liability of another ﬁrm



Beneﬁts administration

1095, 1094, 6056, 5500, mod

raises, i-9’s, Payroll Headaches, On-boarding, etc..



Personal liabilities from your business or your employees or the D.O.L. or the I.R.S.



Big unstoppable non negotiable insurance renewals – think 30% lower premiums!



401k administration



Last minute renewals

PUT THE POWER OF **SBE479.ORG** TO WORK FOR YOUR COMPANY

GO TO **SBE479.ORG** FOR MORE INFORMATION. IN THE POWER OF THE FEDERAL ACT THAT ALLOWS

YOU TO RUN A SMALL BUSINESS BETTER.

**CONTACT US DIRECTLY**

**Call 844.479 team**

**email us at:** [**www.sbe479.org**](http://www.sbe479.org/)