

Total Employment Investment Estimate For:

Enter Prospect Co. Name

Prepared by:

Sales Rep Name

Date:

9/4/14

<u>Group #</u>	<u>Work State</u>	<u># Employees 20</u>	<u>Annual Wages</u>	<u>WC Code</u>	<u>WC Rate per \$100 Wages</u>	<u>Earned SUI Rate %</u>
1	AK	1	\$200,000	8810	\$0.50	3.00%
2	AK	19	\$950,000	8810	\$0.50	3.00%
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

HR Factors and Administration:

Earners Over Social Security Limit?	Yes (*)	<i>(informational only)</i>
Turnover Percentage:	20.00%	
401k Match <i>(Total annual dollar match)</i>	\$3,000	
Number of Pay Periods	26	

Current Annual HR Administration Costs / Fees (replaced by HRO Service):

Payroll Service / Costs	\$3,500
Retirement Plan Fees	\$2,500
(Choose) HR Wage Increase or Decrease	

(only if applicable)

Workers Compensation Factors:

Experience Modifier:	1.00
Premium Discount:	0.00%
Expense Constant:	\$300
Other Adjustments:	\$0

125 Plan Information:

Premium?	Yes
Flex Spending?	No
Dependent Care?	No

PEO Consulting's Pricing & Costs Model

Prospect/Client Input Page
(non-benefits portion)

My HRO/PEO Firm

My HRO/PEO Firm Charge Worksheet Area			
Net WC Charge per \$100 Wages	WC Cost per \$100 Wages	HRO/PEO F SUI Rate %	My HRO/PEO Firm Admin Fee \$\$/EE/Yr
\$0.45	\$0.45	2.700%	\$1,000.00
\$0.45	\$0.45	2.700%	\$1,000.00
\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	
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\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	
\$0.00	\$0.00	0.000%	

Calendar Year Cost Comparison		
Their Current Costs	My HRO/PEO Firm Charge	Their Savings/(Cost)
\$15,649.95	\$15,999.96	(\$350.01)
\$158,960.65	\$170,923.24	(\$11,962.59)
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00

Total Savings / (Cost) (\$12,312.60)

WC initially set up with Cost = Charge. Erase formulas and type in Costs if Profit Center.
 SUI rates ↑ pull from HROs SUI worksheet

- Billing Method → **Unbundled**
- Profit Centers
- Keep 125 Plan FICA Tax Dollars? → **Yes**
- Charge FUTA on ALL Wages? → **No**
- Charge SUI on ALL Wages? → **No**



My HRO/PEO Firm Profit Analysis - Calendar Year					
FICA Profit	Futa Profit	SUI Profit	WC Profit	Admin Fee	Total Gross Profit
\$47.85				\$1,000.00	\$1,047.85
\$4,796.55				\$19,000.00	\$23,796.55
\$4,844.40	\$0.00	\$0.00	\$0.00	\$20,000.00	\$24,844.40

Benefits Cost Comparison

	Summary	Current	With My HRO/PEO Firm
Total Annual Employer Cost		\$54,000	\$51,000
Total Annual Employer Cost / (Savings)			(\$3,000)
Total Annual Employee Cost		\$66,000	\$66,000
Total Annual Employee Cost / (Savings)			\$0
Total Employer Tax Savings (Est)		(\$5,049)	\$0

Medical Plan #1

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Employee Only	10	\$400.00	\$100.00	\$300.00	10	\$390.00	\$100.00	\$290.00
Employee + Child	0			\$0.00	0			\$0.00
Employee + Children	0			\$0.00	0			\$0.00
Employee + Spouse	0			\$0.00	0			\$0.00
Employee + Family	5	\$1,200.00	\$900.00	\$300.00	5	\$1,170.00	\$900.00	\$270.00
Total Monthly Costs	15	\$10,000.00	\$5,500.00	\$4,500.00	15	\$9,750.00	\$5,500.00	\$4,250.00

Medical Plan #2

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Employee Only				\$0.00	0			\$0.00
Employee + Child				\$0.00	0			\$0.00
Employee + Children				\$0.00	0			\$0.00
Employee + Spouse				\$0.00	0			\$0.00
Employee + Family				\$0.00	0			\$0.00
Total Monthly Costs	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00

Dental Plan #1

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Employee Only				\$0.00				\$0.00
Employee + Child				\$0.00				\$0.00
Employee + Children				\$0.00				\$0.00
Employee + Spouse				\$0.00				\$0.00
Employee + Family				\$0.00				\$0.00
Total Monthly Costs	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00

Dental Plan #2

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Employee Only				\$0.00				\$0.00
Employee + Child				\$0.00				\$0.00
Employee + Children				\$0.00				\$0.00
Employee + Spouse				\$0.00				\$0.00
Employee + Family				\$0.00				\$0.00
Total Monthly Costs	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00

Vision Plan

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Employee Only				\$0.00	0			\$0.00
Employee + Child				\$0.00	0			\$0.00
Employee + Children				\$0.00	0			\$0.00
Employee + Spouse				\$0.00	0			\$0.00
Employee + Family				\$0.00	0			\$0.00
Total Monthly Costs	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00

Life & AD&D

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Total Monthly Costs				\$0.00	0			\$0.00

Short Term Disability

	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Total Monthly Costs				\$0.00	0			\$0.00

Long Term Disability

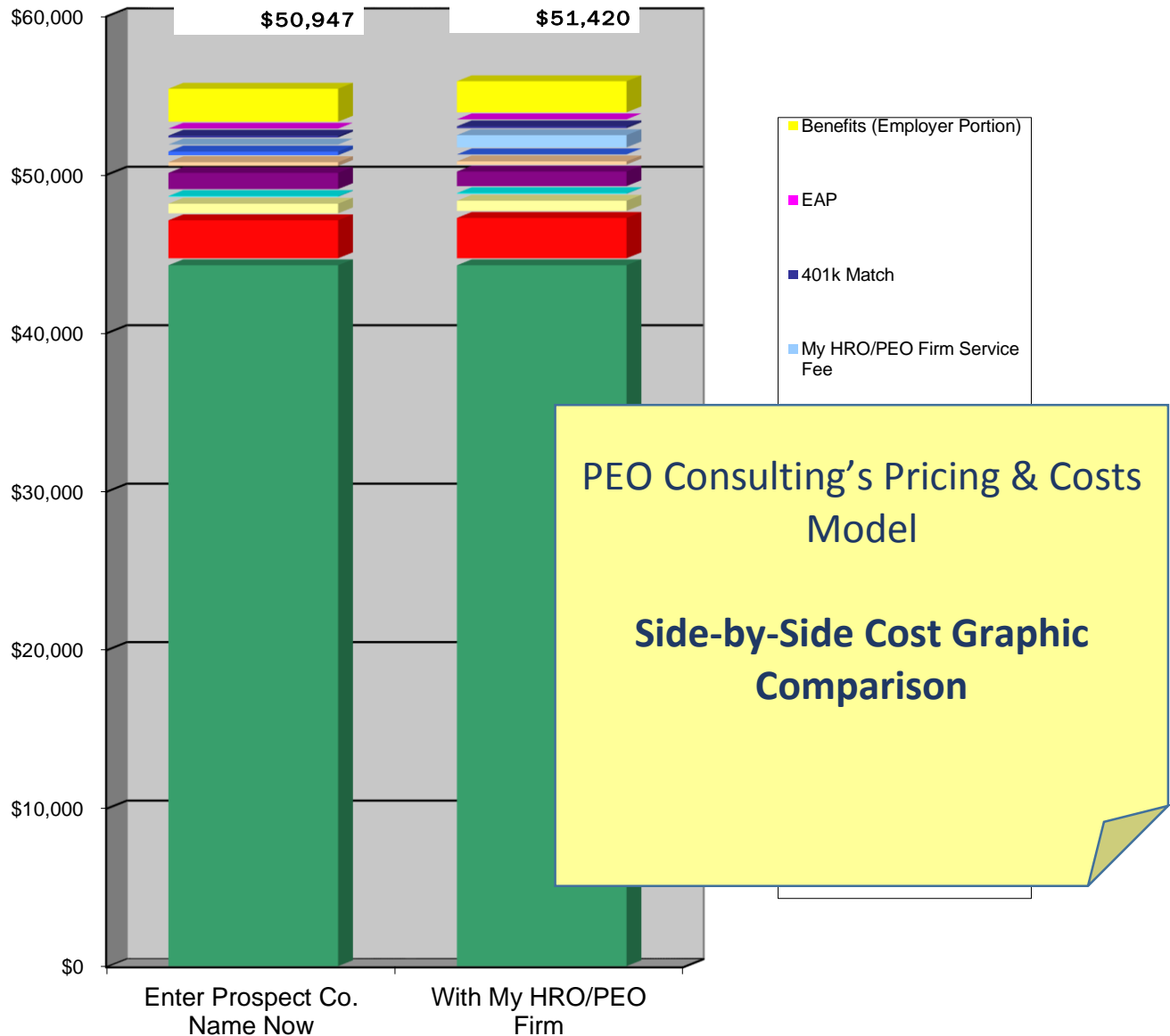
	Client's Current Plan				My HRO/PEO Firm Suggested Plan			
	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost	Number Covered	Monthly Premium	Monthly Employee Contribution	Employer Net Monthly Cost
Total Monthly Costs				\$0.00	0			\$0.00

PEO Consulting's Pricing & Costs Model

Comprehensive Benefits Costs and Contributions input page

Human Resources Investment Illustration

When you look at all the parts of Human Capital, it's obvious you've already made a huge investment in the 'people part' of your business. Based on the HR Profile you provided My HRO/PEO Firm, your average* total employment costs already exceed \$50,947 per bi-weekly pay period.



Enter Prospect Co. Name's current average investment per bi-weekly pay period:	\$50,947
Average investment per payperiod using My HRO/PEO Firm:	\$51,420
Incremental investment to have My HRO/PEO Firm be your HR department:	\$474

This is the equivalent of hiring a full time person whose total cost per hour is only \$5.92!

Assumptions / Important Notes:

- 1) Employee Census as provided by your company. Costs will vary as Census varies.
- 2) Estimates of employment costs are annual calendar year numbers, divided by the number of pay periods.
- 3) Some description of how the Client's costs throughout the year will actually be incurred

Human Resources Investment Comparison

(All costs shown in average dollars per bi-weekly pay period.)

Enter Prospect Co. Name My HRO/PEO Firm

Estimated Gross Wage Base:

20 Employees	\$44,231	\$44,231
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Mandated Taxes & Benefits:

Social Security (6.2% on applicable wages)	\$2,395	\$2,544
Medicare (1.45% on applicable wages)	\$605	\$641
FUTA (0.6% on applicable wages)	\$39	\$39
State(s) Unemployment (Employer earned rates on applicable State wage bases)	\$1,022	\$920
Workers' Compensation	\$233	\$199
Current HR Administration Costs/Fees replaced by My HRO/PEO Firm	\$231	
My HRO/PEO Firm HR Fee (\$19.23 per employee per week)		\$769

Employee Benefits (Employer portion only)

401(k) Match	\$115	\$115
EAP	\$0	\$0
Medical	\$2,077	\$1,962
Dental	\$0	\$0
Vision	\$0	\$0
Life	\$0	\$0
Short Term Disability	\$0	\$0
Long Term Disability	\$0	\$0

Total Average Investment per pay period: \$50,947 \$51,420

Total Estimated Investment per pay period: \$474

This is the equivalent of hiring a full time person whose total cost per hour is only \$5.92!

Initial Set-up Fees: \$x per employee
 New Employee Set-up Fee: \$x at time of hire for subsequent new hires
 Delivery Fees: \$x per d

Date of this proposal: 9/4/14
 This proposal is valid for 30 days from this date.
 Other important information or disclosures
 Other important information or disclosures

PEO Consulting's Pricing & Costs Model

Side-by-Side Cost Comparison