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We Focus on **You**.  
You Focus on **Your Business**.

# Employer Solutions for *Your Business Success*

## FrankCrum offers a family of Employer Solutions.

As your strategic partner, we handle all of your employee administration needs, allowing you to focus on the productivity and profitability of your business.

A pioneer in the Professional Employer Organization (PEO) industry, FrankCrum provides the services and products that best serve employer and employee needs. As your business partner, we can provide solutions that were previously only available to Fortune 500 companies. FrankCrum's employer solutions are cost effective ways for employers to manage human resources, employee benefits, payroll and workers compensation in an integrated manner.

Founded in 1981, FrankCrum is a privately-held, family-owned provider of **cost-effective outsourced human resource management services** based on integrity, innovation, professionalism and the highest quality customer service. Honesty, value and accountability are hallmarks of our organization. We demonstrate these attributes when working with employers in over 40 states, offering a variety of outsourced solutions which allow clients to keep their focus on their business growth and success.



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# Innovative Approaches, *Loyal Workforce*

## HR Solutions for Success

Today's most successful companies value their employees as much as their customers – and competitive businesses know there's more to success than just providing customers with innovative products and services.

No matter the size of your business, FrankCrum can provide the innovative approaches, quality products, business networks and exceptional customer service to maximize your investment in human resources, minimize HR risks and create a happier, more loyal workforce.

Businesses of all sizes and types can benefit from working with FrankCrum, by partnering with our professionals in the following ways:

- **Co-employment:** This simply means the employer and FrankCrum contract to share and allocate employer responsibilities and liabilities.
- FrankCrum can assume responsibility for **risk management**, human resource services, payroll administration and employee benefits administration.
- Employers can receive **human resource support** to assist them with employment law compliance which allows them to focus on "the business of their business."

**What's the net benefit to using FrankCrum?** Employers gain access to professional human resources administration, quality benefits programs, **greater operational efficiencies** and a higher level of employee satisfaction and loyalty. Employers can accomplish this in a cost-effective and highly customer-focused way, without having to hire, train and manage these functions in-house.

- Professional HR Administration
- Quality Benefits Offerings
- Improved Employee Loyalty
- Cost Effective and Efficient Services



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# Comprehensive Solutions, *Individual Attention*

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## Payroll and Tax Administration

As the HR function with the most frequent and immediate impact on your employees, payroll administration requires the **highest level of accuracy**, professionalism and individual attention.

FrankCrum's unequalled reputation for accurate, on-time payroll services is backed by the skill, competence and experience of our in-house staff. With FrankCrum providing your payroll and tax services, you are able to concentrate on your core business ventures. As part of the FrankCrum family, you will enjoy a personal relationship with a dedicated team of payroll and billing professionals.

FrankCrum offers a **myriad of specialized payroll and tax services:**

- Online Payroll Submissions
- Online Reporting
- Certified Payrolls
- Remote Check Printing
- Job Cost Payrolls
- Online Reports
- Owner Controlled Insurance Program (OCIP) Assistance
- Electronic VISA Pay Cards
- Direct Deposits
- Accurate and On-time Payroll
- Personal Customer Service by Knowledgeable Representatives
- Timely Payment of Federal and State Taxes
- Unemployment Claim Processing
- Federal and State Tax Services
- W-2 Administration
- Garnishment Deductions and Administration

## Employee Benefits

Comprehensive employee benefits programs are of critical importance to both employers and employees, often spelling the difference between attracting or losing top-notch employees. FrankCrum offers **flexible benefit plans** that allow employees to pay for health insurance and dental plans with pre-tax dollars for medical reimbursement and dependent care.

By partnering with FrankCrum, you have the ability to offer your employees the following options based on your geographical location:

- Health Insurance (HMO, QPOS, PPO)
- Dental Plans (DHMO, PPO)
- Vision Discount Plans
- Maternity Insurance
- Voluntary Life Insurance
- Supplemental Insurance Plans (Accident Insurance, Cancer Protection, Heart/Stroke Care)
- Voluntary Short Term and Long Term Disability
- 401(k) Retirement Plans
- Direct Deposit of Paychecks
- Opportunity to Join a Credit Union Utilizing Payroll Deductions



# Efficiency, Expediency and Expert Care

## Workers Comp Insurance

Through our own insurance company, Frank Winston Crum Insurance, we will manage your Workers Compensation insurance needs effectively and with a **full level of support services**. Owning our own insurance company gives us the advantage of providing coverage for our clients without the worry of relationship termination or unexpected rate increases.

Our cost saving program features large group rate savings, providing you with **the coverage you need**, without the hassles. Utilizing our workers compensation physicians and managed care networks, we provide your employees expedient and expert care, enabling them to return to work as soon as possible. You will have the benefit of our professional safety inspectors to monitor your environment, assist in establishing safety programs and achieve compliance with applicable regulations.

Once you have contracted with us, we take responsibility for implementing the workers compensation programs, saving you time and providing efficient claim resolution by performing the following:

- Filing of statutory Workers Compensation Notice of Injury reports
- Implementation of Return To Work/Transitional Duty Program
- Conducting post-accident drug testing
- Coordinating medical care for your injured worker
- Handling all of the workers compensation audits

Our Loss Control Department can help you **establish a safety program** to assist in preventing accidents. We offer you access to loss control personnel and safety engineers who can provide the following services:

- Inspections and consultations
- Safety manuals
- Safety programs and training
- Safety inspections and recommendations
- Assistance in complying with OSHA regulations
- Post-accident investigations
- Access to assigned claims processor on workers comp claims
- Establishment of a drug-free workplace
- Installation of a Hazard Communication Program
- Access to the assigned claims processor to discuss employee claims
- Full coverage with no hassles
- Large group rate savings



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# A Family of *Employer Solutions*

## The Right Person in the Right Seat

In addition to Professional Employer Organization services for employers, our family of solutions includes Staffing for businesses in the Professional Administrative, Clerical, Accounting and Light Industrial fields in the state of Florida.

For more than 25 years, FrankCrum Staffing has recruited and presented the most talented applicants to match our clients' specific staffing requirements, providing temporary, temporary to hire and permanent placement services to employers, employees and job seekers. Our goal is to reduce client time and recruitment expense, allowing you to focus on your core business.

We welcome the opportunity to discuss Staffing with you in conjunction with our other services, or as a separate business solution. Our satellite offices are conveniently located and strategically positioned in order to be familiar with the talent available in your community.



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