



Powering Success with Extraordinary HR

December 10, 2019
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Agenda

Florida Nonprofit Alliance & TriNet Partnership

- Introductions

What we do and how we do it

- Depth of Services
- Compliance and Risk
- Stabilize Costs
- Professional HR & Benefit Platform
- Nonprofit Expertise

What's in it for Florida Nonprofit Alliance Members?

- Florida Nonprofit Alliance Partnership
- Discounted pricing

Powering Success with Extraordinary HR

16,000+

Clients

316,000+

Worksite Employees

\$37+ billion

Payroll Managed

17+ years

Client Services
Experience

31+ years

In Business

TNET
LISTED
NYSE.



Nonprofits are Changing the World



Where Do You Want to Spend Your Time?

Raising awareness
Hiring top talent
Research
Fundraising
Developing programs
Community outreach

Increasing HR Challenges



Time

25% of time spent on administrative activities



Regulations

Cost to settle an employment lawsuit has tripled during the past 5 years to **\$300,000+**



Recruiting

Costs **1.5-2x** salary to replace lost talent



Source: Small Business Administration, Bloomberg Law Reports, Bersin by Deloitte

The Industry's Only HR Solution Specifically for Nonprofits



HR TEAM



TECHNOLOGY
PLATFORM



PAYROLL

Full-Service HR



RISK &
COMPLIANCE



BENEFITS
DONATIONS

HR Task List



PAYROLL

- ✓ Payroll processing and management
- ✓ Online paystubs
- ✓ Federal, state, and local employment tax filing and remittance
- ✓ W-2 administration
- ✓ Wage garnishment
- ✓ Payroll reporting
- ✓ Direct deposit



BENEFITS

- ✓ Medical (PPO, HMO, HDHP)
- ✓ Dental
- ✓ Vision
- ✓ Flexible Spending Account (FSA) and Health Savings Account (HAS) administration
- ✓ Life/AD&D
- ✓ Short-term and long-term disability
- ✓ COBRA administration
- ✓ 401(k) setup and administration
- ✓ Payroll contributions
- ✓ Benefits enrollment and administrative access
- ✓ Employee Assistance Program (EAP)
- ✓ Employee discounts and perks
- ✓ Commuter benefits
- ✓ Pet insurance



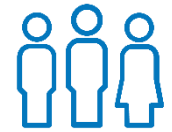
RISK & COMPLIANCE

- ✓ Workers' compensation
- ✓ Employment Practices Liability Insurance (EPLI)
- ✓ Compliance expertise for applicable federal/state employment laws
- ✓ Sexual harassment awareness training
- ✓ Unemployment insurance claim administration
- ✓ Workplace safety best practices
- ✓ Claims management
- ✓ Affordable Care Act compliance
- ✓ Employee handbook
- ✓ EEO-1 reporting
- ✓ Termination guidance
- ✓ Workplace employment posters
- ✓ Wage and hour guidance



TECHNOLOGY PLATFORM

- ✓ Employee and manager self-service platform
- ✓ Online on-boarding and benefits enrollment
- ✓ Time and attendance tracking
- ✓ PTO tracking
- ✓ Database management and custom reporting
- ✓ Online training
- ✓ Performance management
- ✓ Expense management
- ✓ Applicant tracking
- ✓ Learning management
- ✓ Background screening
- ✓ Compensation benchmarks
- ✓ Total compensation statements
- ✓ HR reports (census, payroll, deductions, benefits, etc.)



HR TEAM

- ✓ ACA compliance guidance
- ✓ Employee onboarding and orientation
- ✓ Benefits funding guidance and strategy
- ✓ Employee resource center
- ✓ HR compliance best practices review
- ✓ Human Capital Assessment
- ✓ Retention tracking
- ✓ Support hiring / terminating
- ✓ Assists with reporting and analytics
- ✓ PTO policies and guidance
- ✓ Recruitment and interview training

Payroll: Seamless & Secure

Payroll processing

- Real-time payroll preview
- Automatic payroll, direct deposit
- Time off tracking

Tax

- W-2 preparation and delivery
- State and federal remittances and filing

Reporting and analytics

- Standard, flex and custom reports
- Integration with QuickBooks
- Compensation benchmarks



Benefits: Attract and Retain Top Talent

Health Care

Medical / Dental / Vision
Flexible Spending Account

Life and Disability

Short-term/Long-term
Disability Life Insurance
Supplemental Life/AD&D Insurance

Retirement and Voluntary Benefits

401(k) Multiple Employer Plan
Commuter Benefits

aetna[®]



MetLife[®]



WageWorks[®]
everyone benefits



**BlueCross
BlueShield**



Marketplace:

Exclusive discounts and sales channel

User acquisition and revenue strategy

















Sales channel to 13,000+ TriNet clients and 337,000 WSEs

Brand awareness

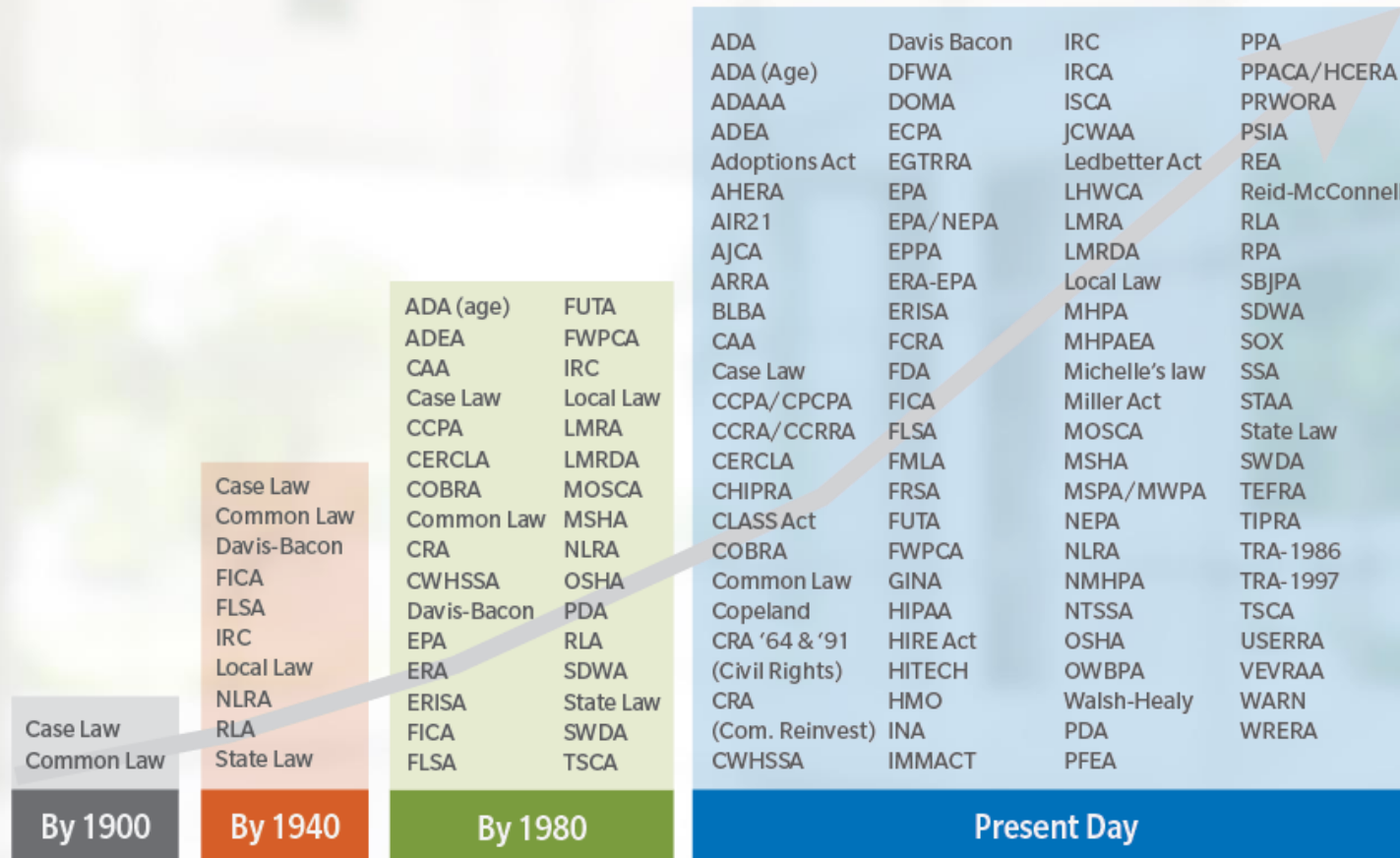
Partner discounts

Employee discounts

Company savings

 <p>Apple Purchasing Store</p> <p>Apple</p>	 <p>Home Cleaning for \$29</p> <p>Handy</p>	 <p>\$200 Cash for Refinancing your Student Loans</p> <p>CommonBond</p>	 <p>Try Ultra Mobile for half price</p> <p>Ultra Mobile</p>
 <p>Discounted Gift Certificates</p> <p>Restaurant.com</p>	 <p>Elite Status. Preferred Pricing. VIP Treatment</p> <p>FoundersCard</p>	 <p>\$5 off a purchase of \$35 or more</p> <p>FSA Store</p>	 <p>Place for TriNet</p> <p>Place</p>
 <p>Limited Offer: Extra 10 Percent off The Sprint Family Share Pack</p> <p>Sprint</p>	 <p>15% off Coding Classes</p> <p>The New York Code + Design Academy</p>	 <p>Great Discounts on Laptops and other hardware</p> <p>Bit by Bit</p>	 <p>First month free (\$25-\$50 value)</p> <p>Treehouse (A Better Way to Learn Technology)</p>
 <p>21% off</p> <p>Get OnHand</p>	 <p>Free User Experience and Effectiveness Evaluation for Your Web Site or Intranet!</p> <p>Miller Systems, Inc.</p>	 <p>Managed Services</p> <p>DYONYX</p>	 <p>One free month and discounted rates</p> <p>Join.me</p>

Risk & Compliance: Comply with Confidence



42% of employee lawsuits brought against companies with less than 100 employees

33% of SMBs consider regulatory burdens a significant challenge to future growth

Source: Trusted Choice Insurance, National Small Business Association

Expense Management:

Expense reports on auto-pilot

Start Demo

Overview Expenses Time Receipts Reports Accounts Analytics



Use this page to approve or reject a report. In addition, the report can be sent to another approver, a bookkeeper or one of our integrations. Just click Approve or Reject button to apply.

Auto-import expenses

Automated approval process

Record and track mileage

Customize expense categories and policies

Integration with accounting systems

On-the-go with mobile app

Help with this page

Expense Report

Employee Name: Steve Chang
 Submitted Date: 2016-01-26
 Status: Approved [Change Status](#)
 Report Amount: **625.00 USD**
 Pre-Paid: **0 USD**
 Amount Due: **625.00 USD**
 Taxable Amount: **0 USD**

Forward reports to: Next Approver Submit

[Change Settings](#)

To:

CC:

Notes:

SF Trip January 4-5, 2016

Print PDF

Download

[Edit Multiple](#)

Show: Billable Non-Reimbursable

<input type="checkbox"/>	Date	Merchant	Category	Project	Client	Attendee	Note	Receipt	Amount
<input type="checkbox"/>	Jan 04 16	Virgin America	Air Travel ¹				Roundtrip Flight ...	Add ¹	275.00 USD ¹
<input type="checkbox"/>	Jan 04 16 ²	Marriott	Hotels ^{1 - 2 - 3}					Add ¹	350.00 USD ^{1 - 2}

Prev **1** Next

Showing **25** of 100 expenses
Total: 2 expenses

✘ Expense Policy Violations

- 1. Receipt required for amounts over \$25.
- 2. Daily allowable amount of \$250 for category Hotels
- 3. All expenses must include a note.

Violation Explanation:

Report and Approval History

- 02) 2016-01-26 09:58:41 - Sarah Lynn approved
- 01) 2016-01-26 09:58:09 - Steve Chang exported to Approver (Sarah Lynn)

Applicant Tracking:

Manage the recruiting lifecycle

Start Demo

Candidate profiles

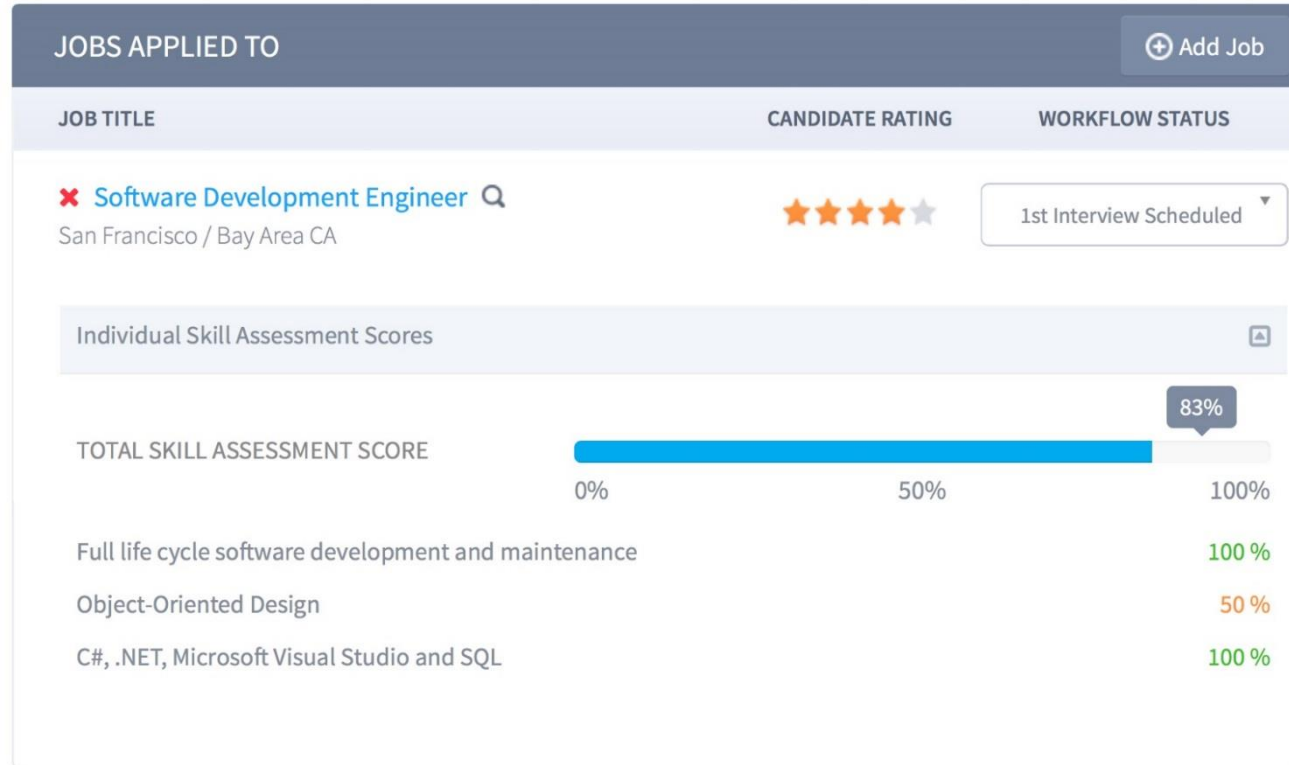
Custom questions and skills assessments

Automated workflows

Comprehensive view of talent pool

Built-in background checks through GoodHire

Discounted pricing with Dice



Performance Management:

Focusing on continuous improvement

Start Demo

Real-time feedback

Simple and smart goals

Cascading goals

Custom and pre-loaded templates

Reports with actionable insights

Streamlined performance reviews

Add A Goal

Who

 Albert Edwards

Due Date

Jun. 20, 2016 

Goal

Convert 10% of Leads into Sales per quarter

Category

- ✓ Choose a Category
- Cascading Goals
 - Increase Revenue
 - New Cascading Goals
 - Create New Cascading Goal
- Categories
 - Training
 - Behavior
 - Performance
 - Professional Development

Details

Each and every sales member has a rich pool of qualified leads, they should be able to convert 10% of those leads per quarter. We will do a recurring quarterly check-in to track success against this goal.

Options:

Create Individual Milestones or Schedule A Recurring Milestone

Set Goal And Add Another

Once set, an email will be sent to the assignee of this goal.

Add Goal

Cancel

Florida Nonprofit Alliance Member Pricing

 FLORIDA nonprofit alliance	Standard Service Fee Discount	Discounted Affiliated Service Fee (Full Time Rate)	Discounted Affiliated Service Fee (Part Time Rate)
Organization Size	(Per Employee Per Month)		
1 to 9 Employees	20%	\$160	\$100
10 to 19 Employees	40%	\$120	\$75
20 to 49 Employees	45%	\$110	\$69
50 to 99 Employees	50%	\$100	\$63
100 + Employees	55%	\$90	\$56
<p style="text-align: center;">Set up Fee Discount 10% (One time invoiced)</p> <p style="text-align: center;">** Monthly minimum requirement is waived for first 6 months. ** Tier is based on starting headcount only</p>			

How to get more information or a quote:

Contact:

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Sr. Consultant TriNet

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