

**Experience the
Insperity difference**

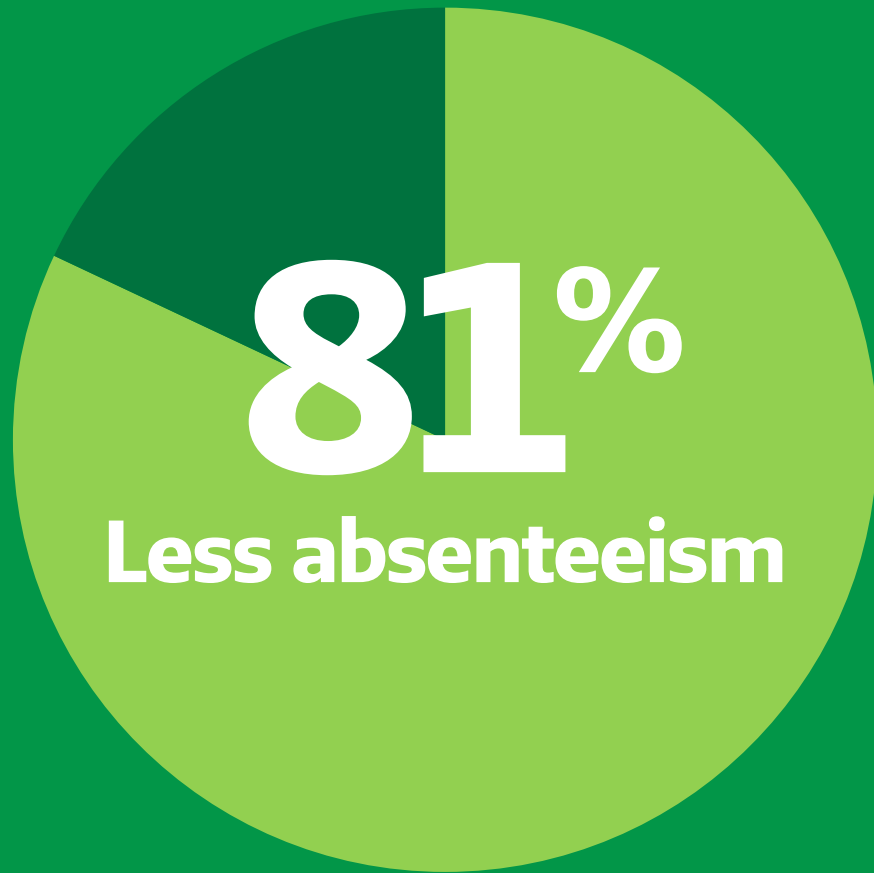


 **Insperity**[®]
HR that Makes a Difference[™]



Good people = great business

When you have engaged employees

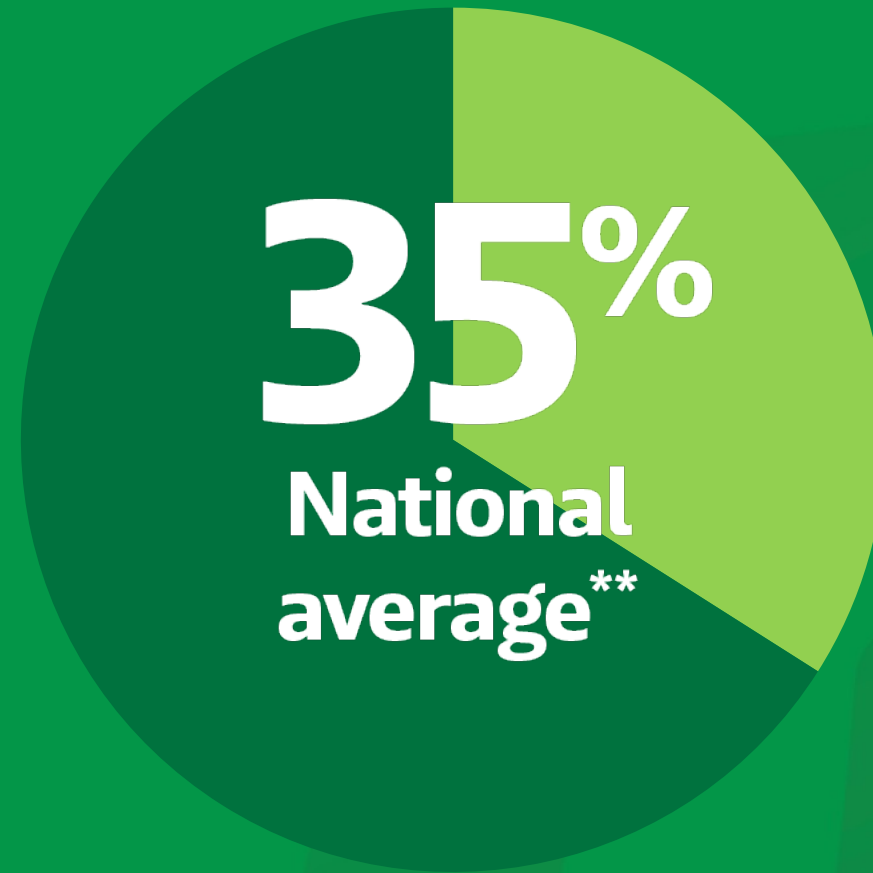


More productivity



More profitability

Employee engagement rates



* Source: Insperity corporate culture survey 2019

** Source: gallup.com; 4 Factors Driving Record-High Employee Engagement in U.S. (2019)

TOP

WORKPLACE

150+ times nationwide

Founded in
1986

80+
offices across
the U.S.

CPEO
status*

Public in 1997

NSP
LISTED
NYSE.

4.6
★★★★★
Consumer
Affairs rating

* Insperty PEO Services LP has been designated a certified professional employer organization by the IRS. The IRS does not endorse any particular CPEO. For more information on CPEOs, go to irs.gov.

 **Insperty**

The Insperity difference

Breadth

Depth

Level of care



Your business challenges

- Challenge 1
- Challenge 2
- Challenge 3



The Insperity difference

➤ **Breadth**

Depth

Level of care



BREADTH OF SERVICES

Workforce Optimization[®] solution

**HR SERVICE TEAM
& TECHNOLOGY**

Powered by

 **Insperity Premier[™]**

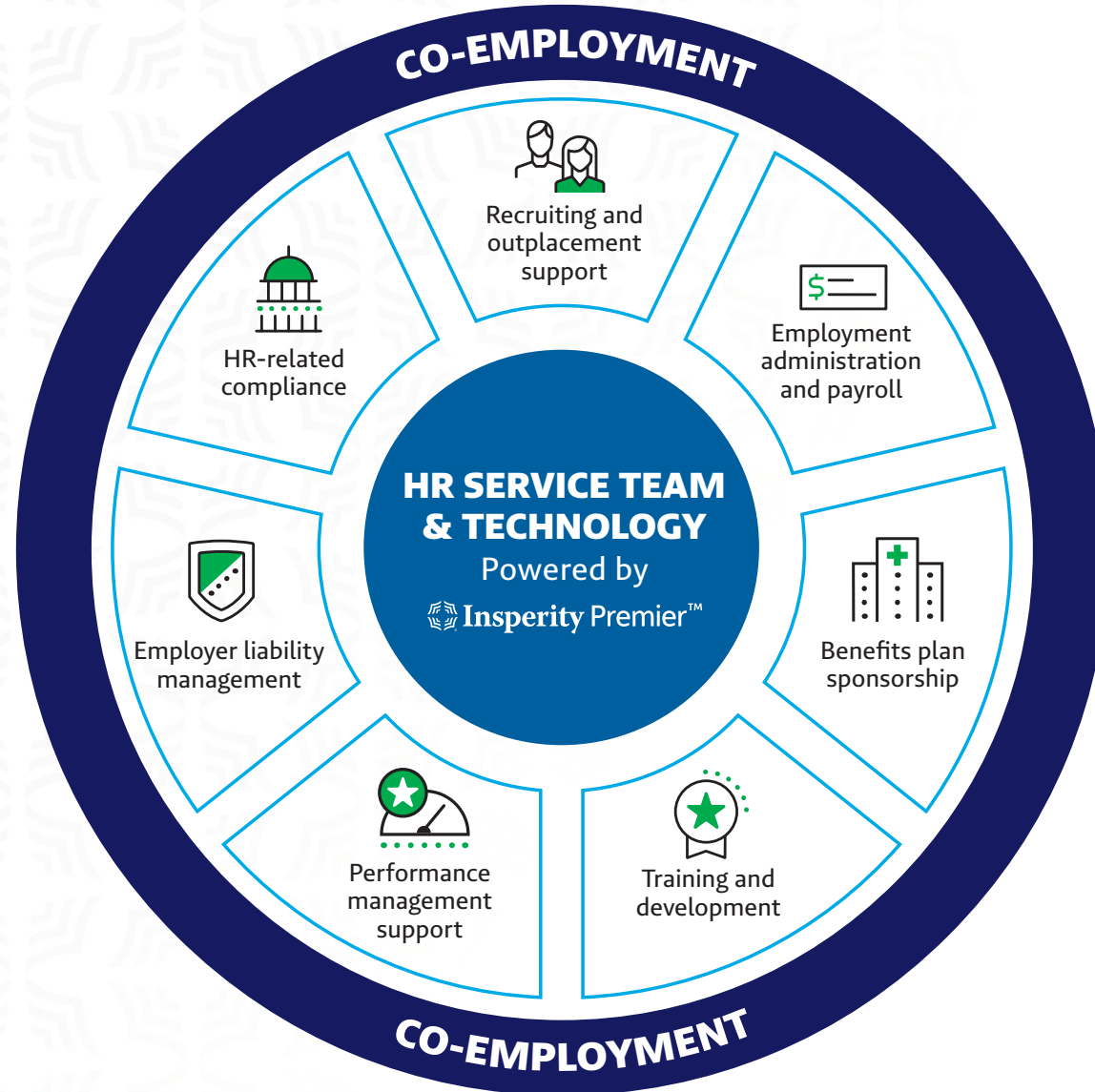
BREADTH OF SERVICES

Workforce Optimization[®] solution



BREADTH OF SERVICES

Workforce Optimization[®] solution



BREADTH OF SERVICES

+ Add-on services



Recruiting[†]



Financial



Retirement



Insurance*

+ Additional fee-based business performance solutions to the Insperty® Workforce Optimization® solution.

† Workforce Optimization and Workforce Synchronization™ clients will receive direct hire services for certain positions with a large, easily accessible candidate pool as a fee-inclusive offering. Advertising, assessments, background screenings and other ancillary offerings charged separately.

* Provided by a licensed insurance broker.

The Insperity difference

Breadth

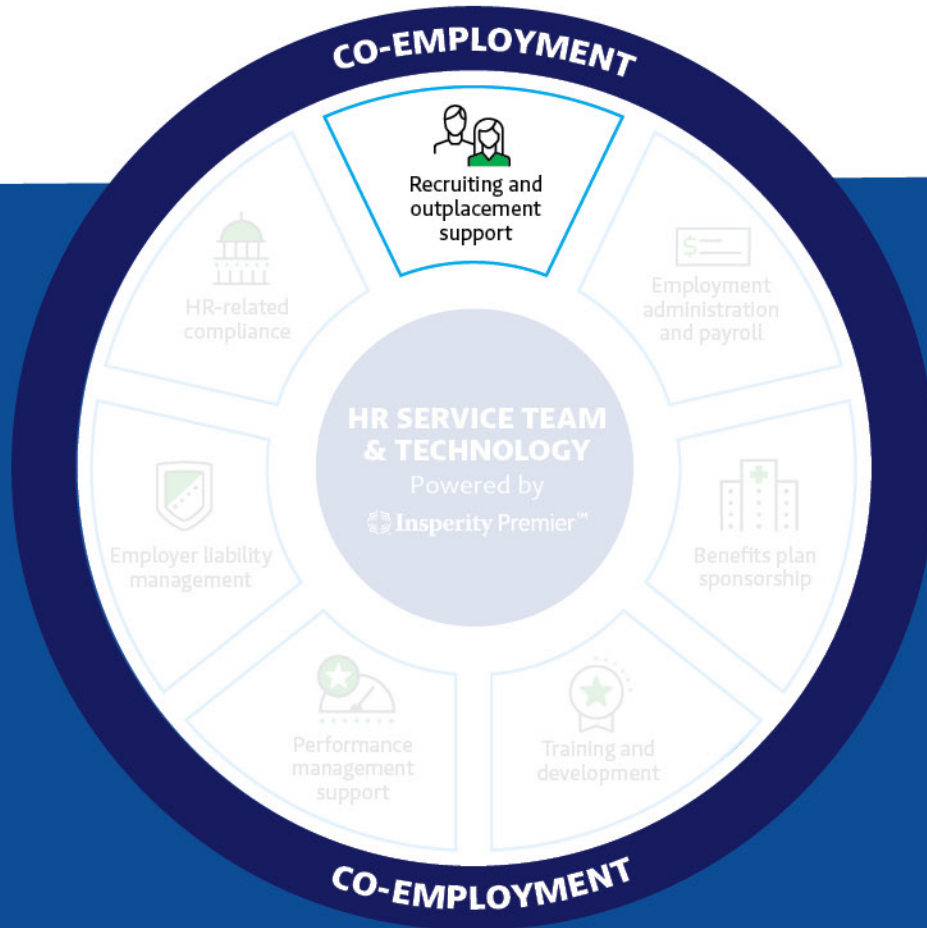
➤ **Depth**

Level of care



DEPTH OF SERVICES

Recruiting and outplacement support



Rest assured you're following best practices:

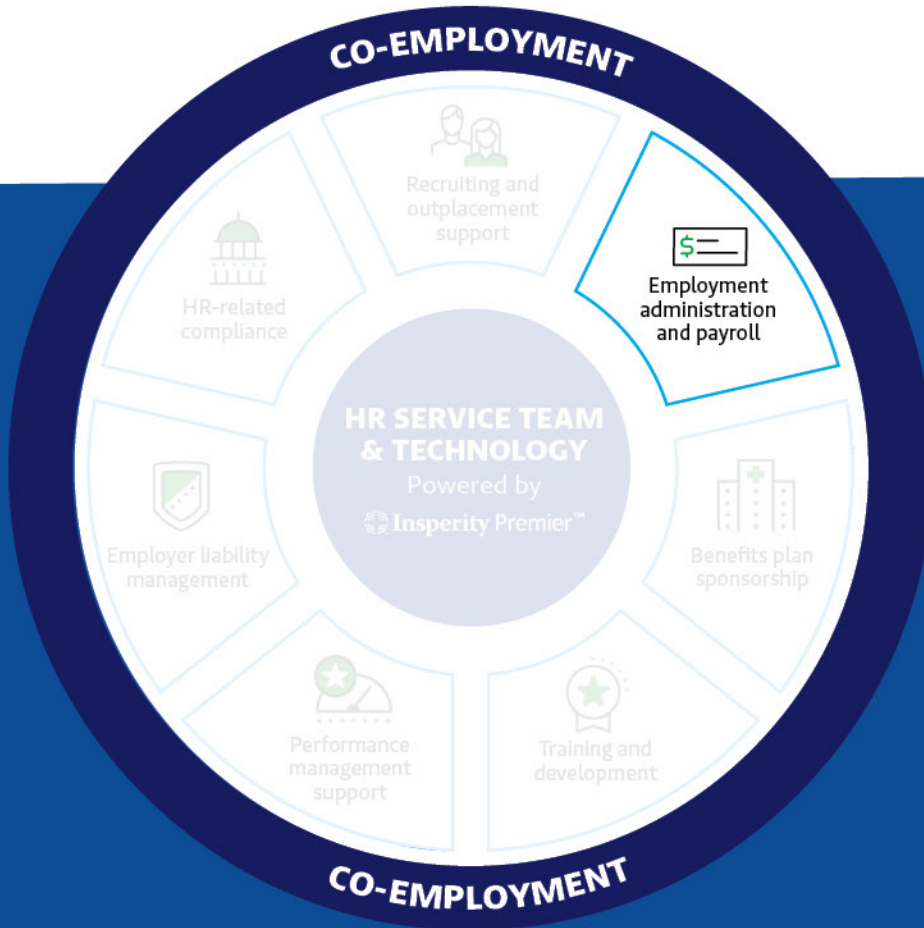
- Review recruiting process
- Survey of wages and salaries
- Development of job descriptions
- Guidance for interviews
- Direct hire services*



* Workforce Optimization® clients receive direct hire services for certain positions with a large, easily accessible candidate pool as a fee-inclusive offering. Advertising, assessments and background screenings charged separately.

DEPTH OF SERVICES

Employment administration and payroll



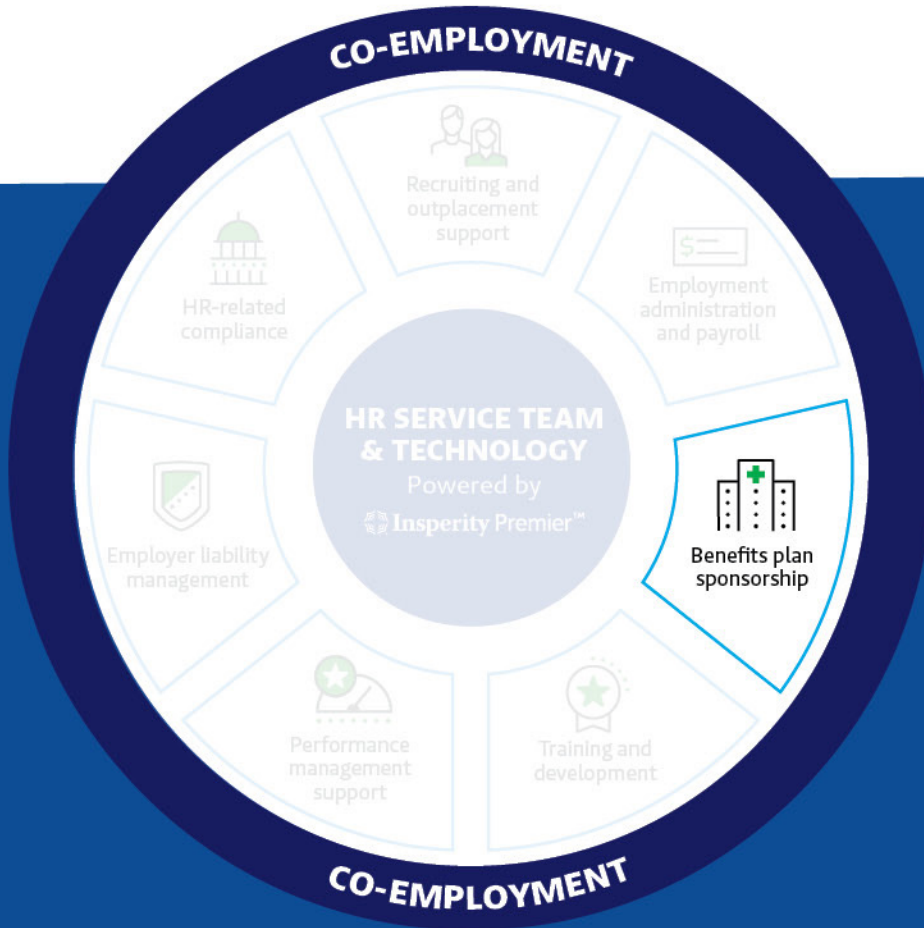
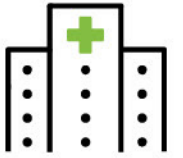
Worry-free HR administration:

- Dedicated HR team for paycheck delivery and payroll tax filing
- 24/7 employee access to Insperty Premier™
- Approve payroll electronically
- Payroll data and customizable reports
- Easily track PTO and schedules



DEPTH OF SERVICES

Benefits plan sponsorship



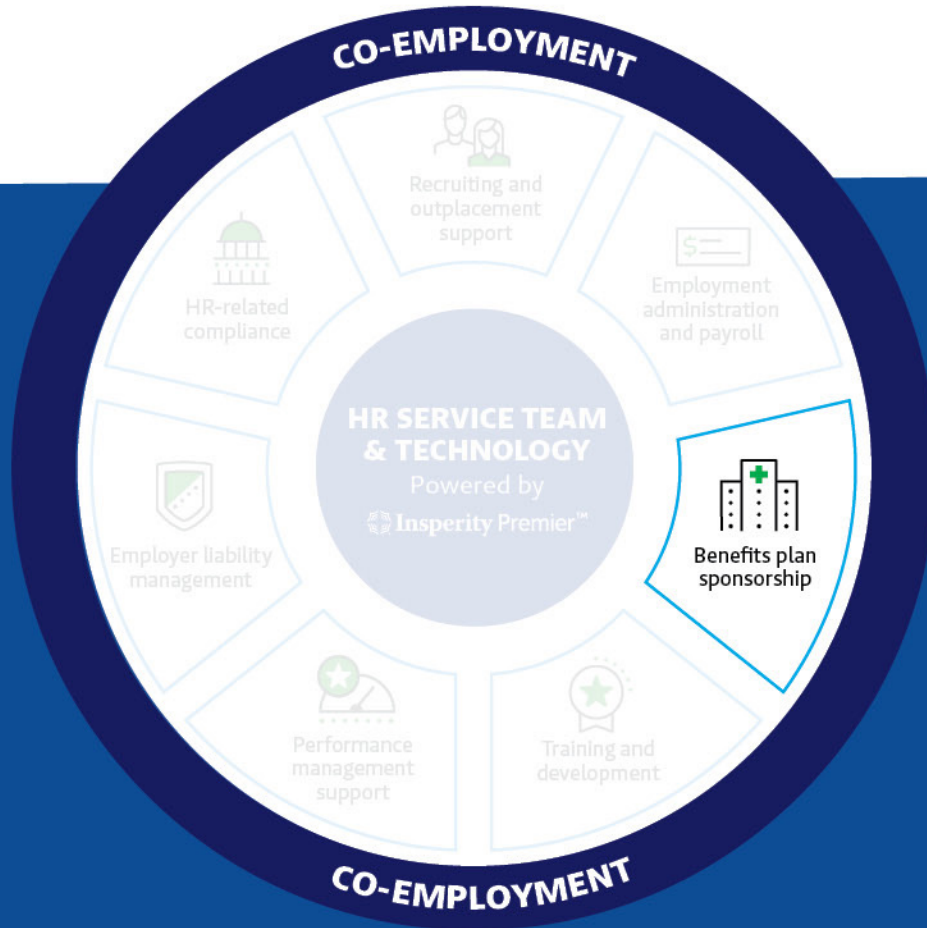
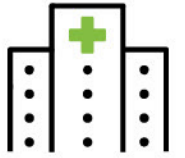
Get a competitive edge with better benefits:

- End-to-end solution
- Cost-efficient health plan
- Benefits specialists
- Flexibility through choice >>



DEPTH OF SERVICES

Benefits plan sponsorship



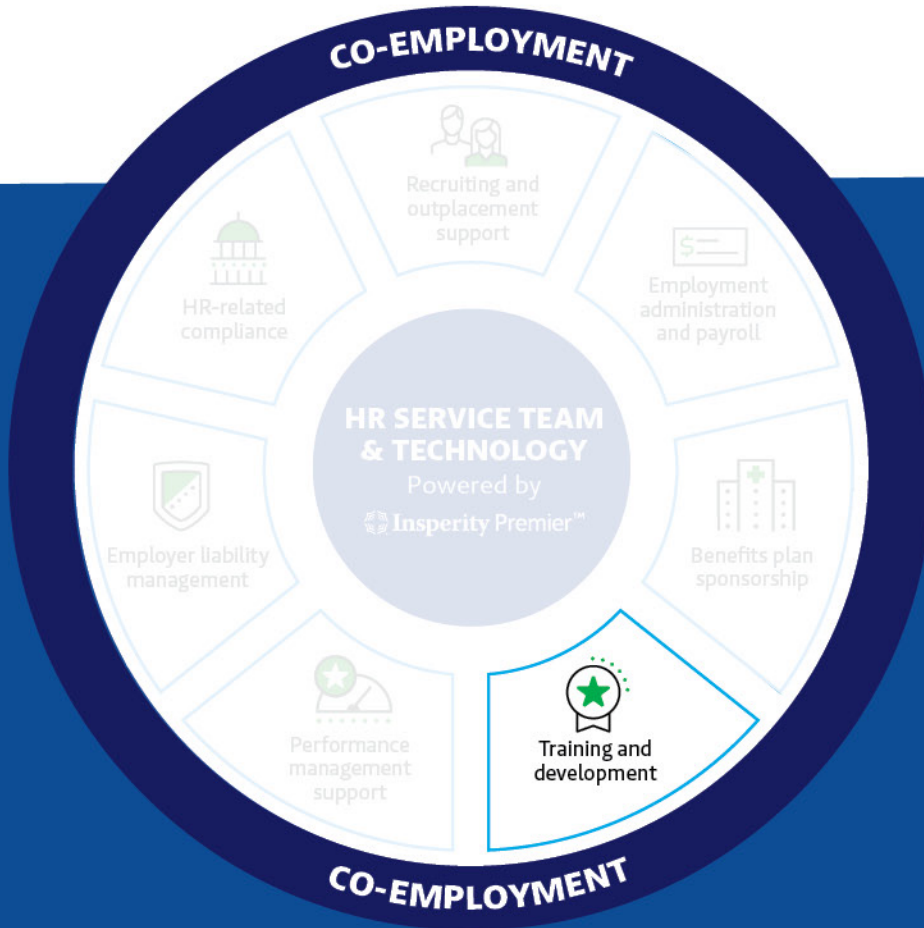
Benefits for eligible Insperty employees can include:

- Medical, dental and vision
- FSA and HSA
- Basic or voluntary life and AD&D
- Adoption, educational and employee assistance programs
- Commuter benefits program and much more



DEPTH OF SERVICES

Training and development



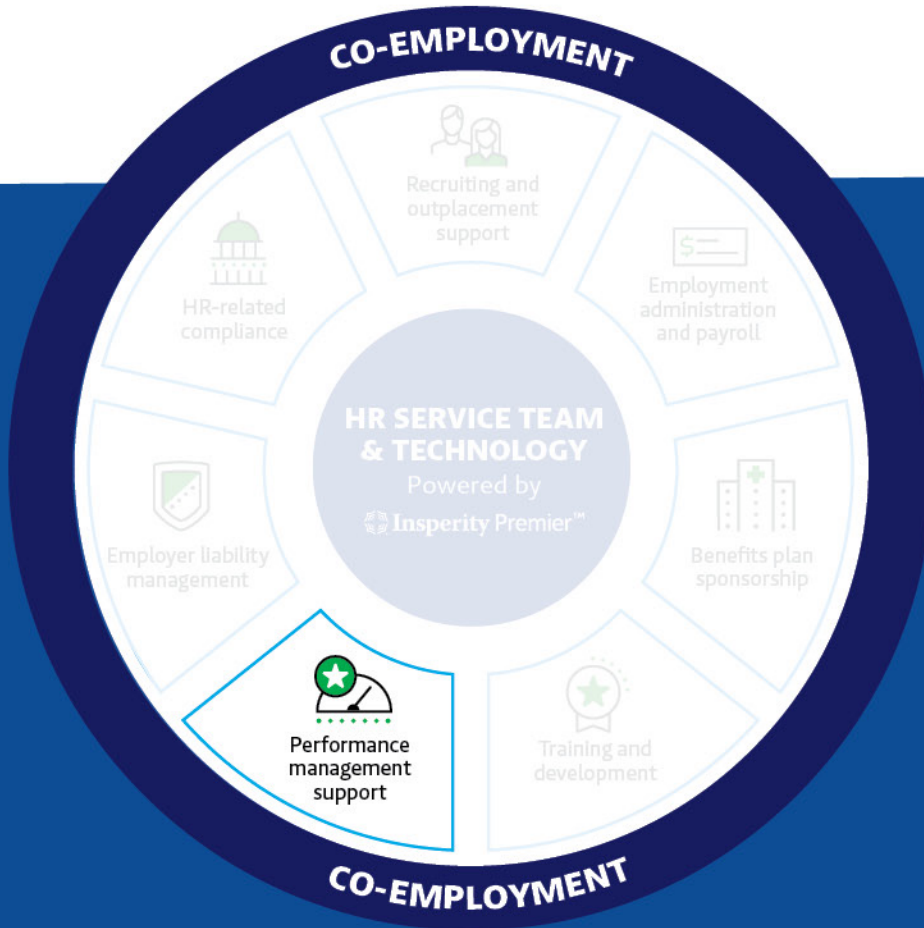
Improve employee performance and elevate your business:

- Performance analysis and solutions
- Self-paced learning resources
- Live, virtual training
- Leadership development
- Professional education units (CPE/PDU) for select courses



DEPTH OF SERVICES

Performance management support



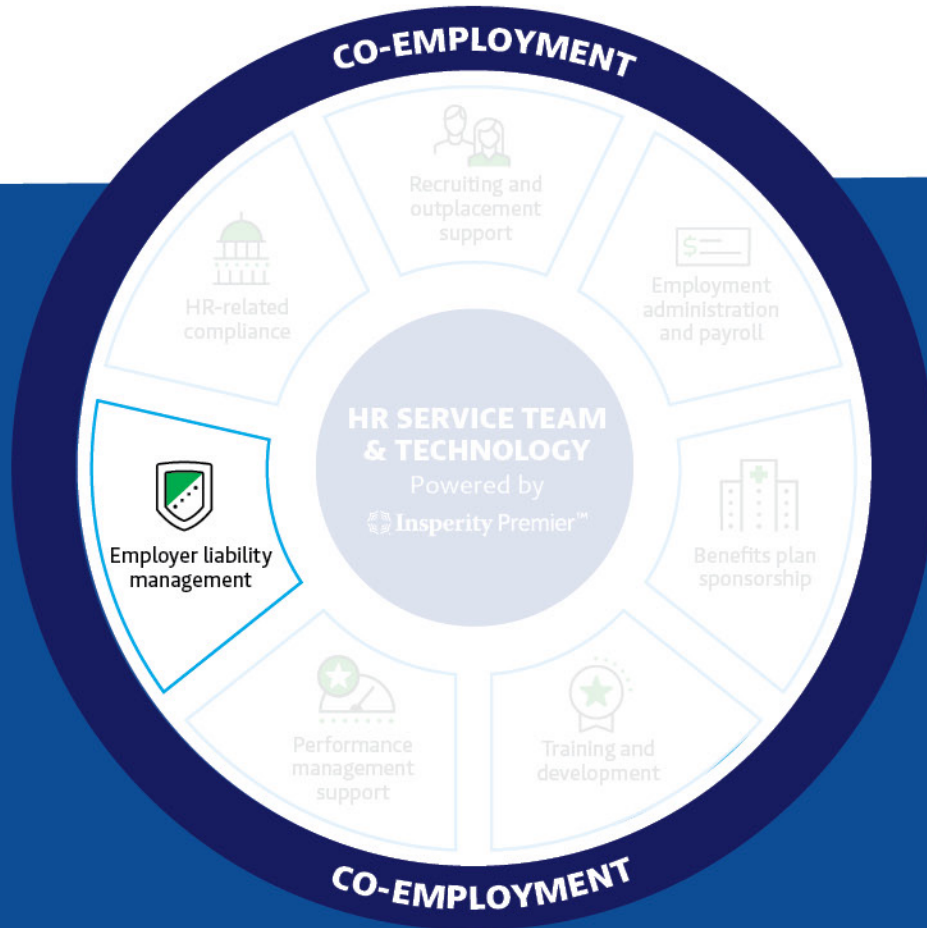
Increase employee productivity by defining goals:

- Simple performance appraisals
- Coaching for supervisors
- Rewards and recognition
- Current compensation trends
- Clear, custom job descriptions
- Climate surveys



DEPTH OF SERVICES

Employer liability management



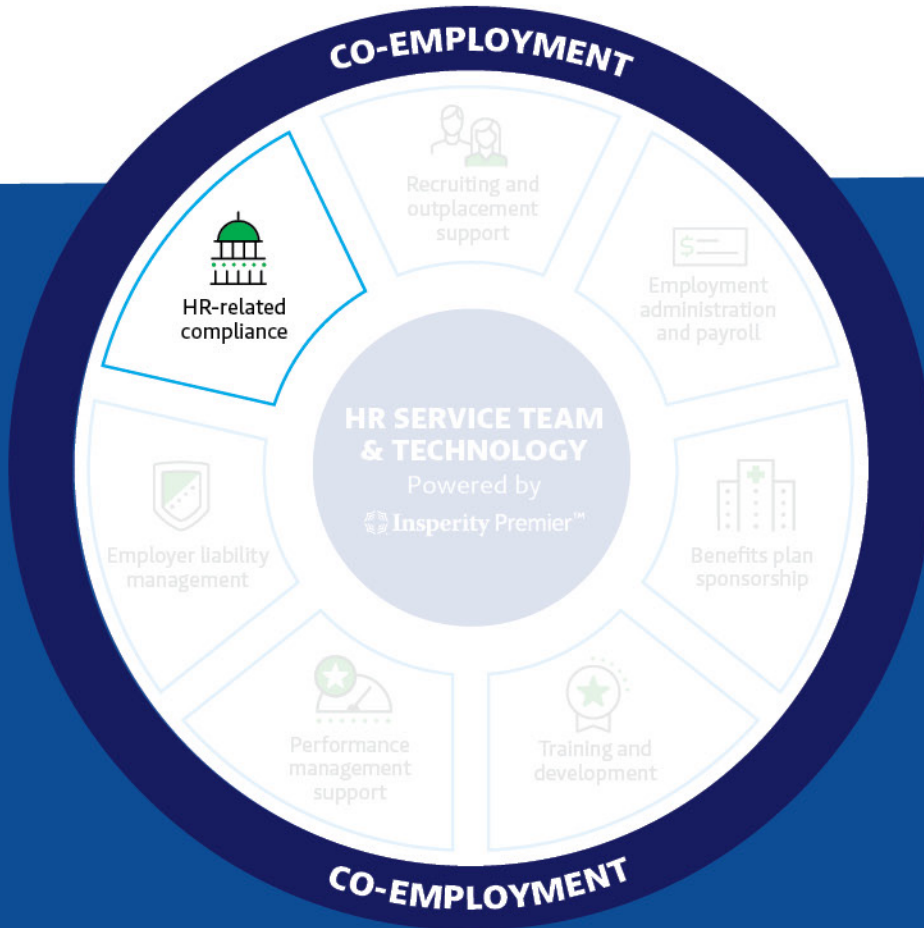
Protect your business and handle issues confidently:

- Workers' compensation and claims resolution
- Employment practices liability insurance
- Employee relations guidance/termination assistance
- Employee handbooks
- Substance abuse prevention
- Harassment and discrimination prevention training
- Safety services and training



DEPTH OF SERVICES

HR-related compliance

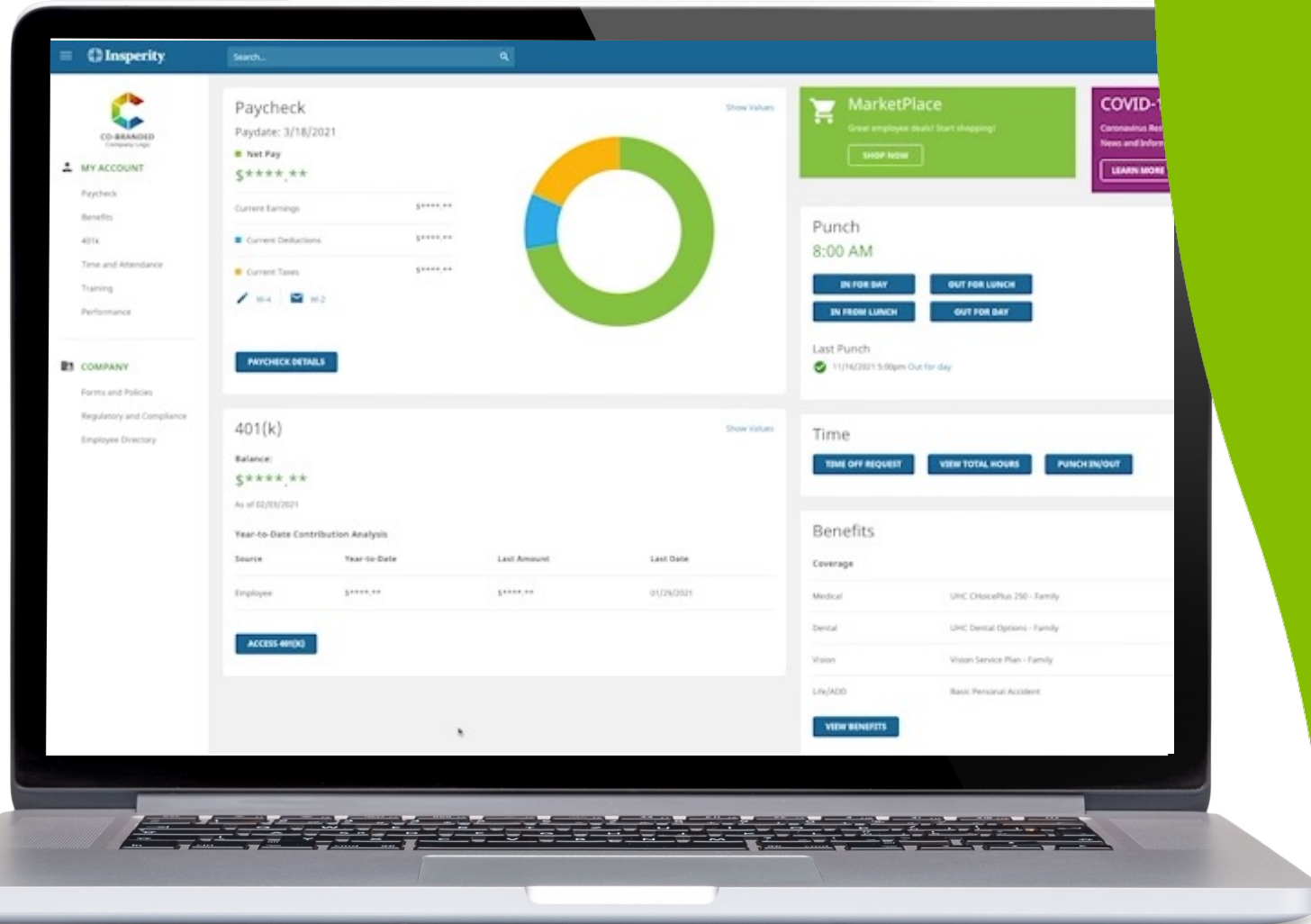


Save time and money by minimizing risks:

- HR-related compliance, reporting and agency interface
- Unemployment claims administration
- EEO services
- Fair Credit Reporting Act
- Substance abuse awareness and drug-free policies
- Leave administration



DEPTH OF SERVICES



Powered by Insperty Premier™

Everything in one place and anytime access

- Payroll integration
- Time and attendance
- Employment administration
- Performance management
- Paperless onboarding
- Mobile app

The Insperity difference

Breadth

Depth

➤ **Level of care**



The client experience

➤ You have access to multiple areas of business and HR mastery



Business Performance
Advisor



Payroll Specialist



Client Liaison



HR Specialist



Safety Consultant



Performance Specialist



HR Services Manager

The client experience

➤ When you choose Insperity, you're receiving a commitment from our business team



Business Performance
Advisor



HR Services Manager



HR Specialist



Payroll Specialist



Safety Consultant

Business Performance Advisor

- Helps you identify and manage business risks as well as employer liability
- Provides proven strategies to help increase your business's efficiency, productivity and profitability
- Remains a trusted advisor who provides resources to support you at every stage of your business's life cycle



Payroll Specialist

- Processes payroll information based on client submission
- Advises client of required pay practices



Client Liaison

- Serves as main point of contact
- Addresses any non-payroll needs
- Becomes an extension of your in-house team



HR Specialist



Reviews HR performance items associated with your service plan



Recommends policies that comply with legal requirements



Safety Consultant

- Provides workers' compensation loss prevention assessment
- Identifies potential safety issues and assists in the development of safety programs
- Furnishes online self-paced classes, webinars and other on-demand resources
- Conducts supervisor safety training ("train the trainer" classes)



Performance Specialist

- Analyzes needs to identify areas for performance improvement
- Provides training and development program recommendations
- Manages the delivery of online training programs



HR Services Manager

- Helps ensure service satisfaction
- Actively participates in planning and coordinating delivery of services



LEVEL OF CARE



Technology to empower people

- 24/7 employee self-service hub
- Online training
- Employee performance
- Insperty® MarketPlace™ Perks at Work

US-based employee contact center

1,300

**Average number of calls
per day handled in 2020**

300

**Number of chat
resolutions per day
in 2020**

97%

**Percentage of employees'
calls resolved in 8 mins.
in 2020**

LEVEL OF CARE

Happy customers

91%

Average satisfaction
rate for the past 5 years

88%

would recommend
Insperity to other
businesses

*Averages for surveys conducted in the years 2016-2020.

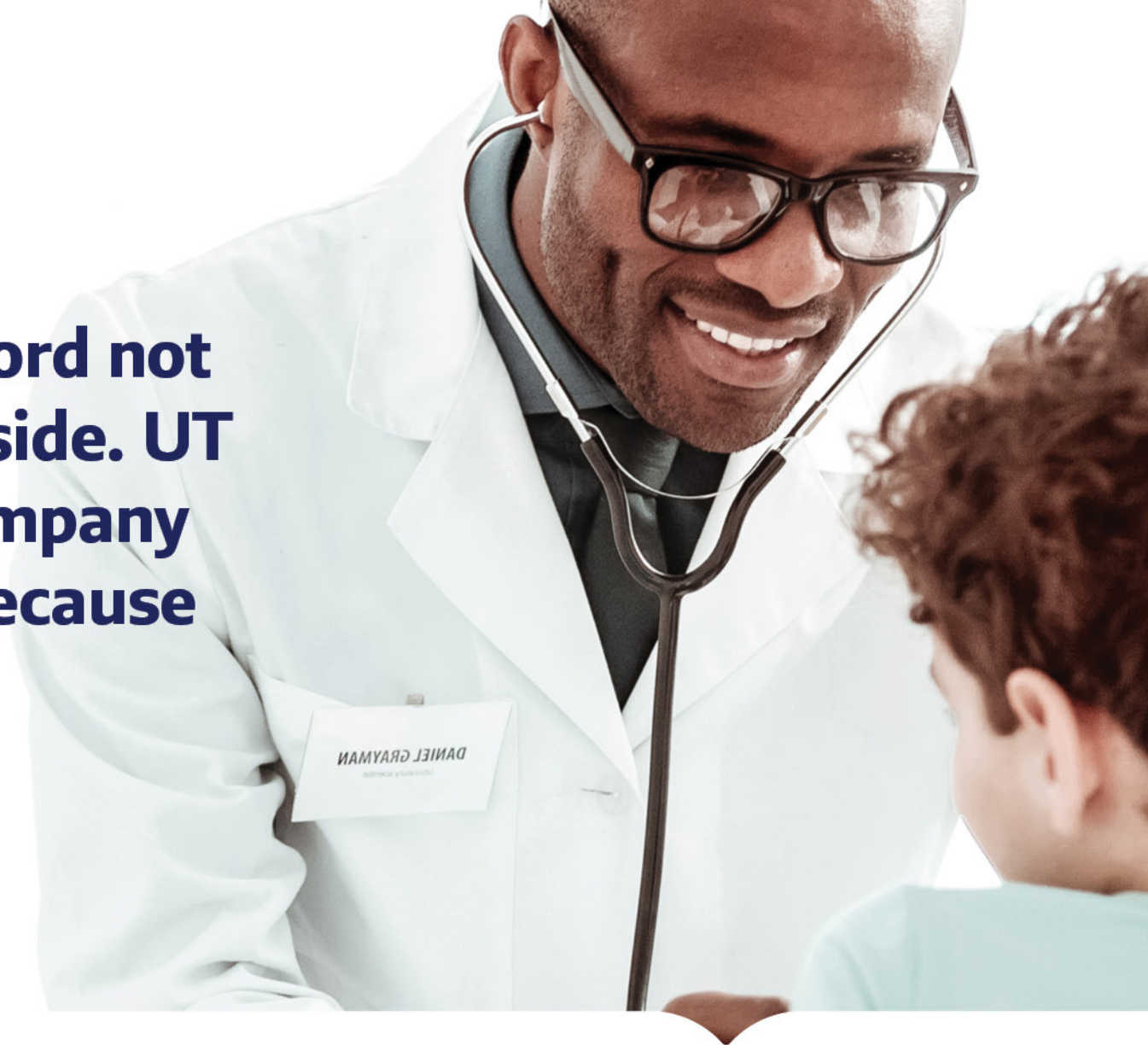


LEVEL OF CARE

“Simply stated, I can’t afford not to have Insperity on my side. UT Physicians is a better company and a better employer because of Insperity.”

Andrew Casas
Senior Vice President and COO
UT Physicians

UT★Physicians
A Part of UTHHealth



 **Insperity**

LEVEL OF CARE

**“If we didn’t have Insperity,
I can’t tell you how
many times we might’ve
dropped the ball.”**

Leah Basinai
Chief Operating Officer
ACCESS Specialty Animal Hospitals

ACCESS
Specialty Animal Hospitals®



“Knowing I have the best-in-class, most up-to-date support at the other end of one email or one phone call has made a huge difference in peace of mind for me and my employees.”

Amy Kardel
Co-founder and President
Clever Ducks



LEVEL OF CARE

“I attribute Insperity for my recent expansion to five locations, as I now have time to focus on the growth of my business.”

Larry Lowenthal
President
Gilmans Kitchens + Baths



Our mission

**To help
businesses
succeed so
communities
prosper**





**“ No one can rival the
breadth and depth
of our services or
the level of care
we provide.”**

Paul J. Sarvadi
Chairman and CEO
Insperity

