



## CoStaff Services Is The Right Choice

CoStaff Services differentiates itself from many PEO's in several ways. CoStaff is a leader in customer service, satisfaction, client retention and integrity. In becoming an outsourced human resource department in the year 2000, we thought it best to administer benefits with our clients' needs at the forefront of our operating philosophy. Let us share a few examples of how CoStaff administers payroll and benefits compared to other PEO's.

- 1. CoStaff bills on a flat dollar administration fee** compared to other PEO's that bill on a percentage of payroll. With a flat dollar administration fee, the client pays exactly the same amount of money for each paycheck processed rather than paying more for higher compensated employees and less for lower compensated employees. Our theory is that it takes just as much time to process a paycheck regardless of the dollar amount. PEO's that bill on a percentage of payroll (unlike CoStaff) receive a raise as employees receive pay increases. This is because their percentage administrative fee is calculated on gross wages, which increases as employees pay moves up.
- 2. CoStaff breaks down payroll reports** so that the client knows what they are paying for. Many PEO's show only a total percentage and when the customer asks for a breakdown of that percentage, the PEO cannot or will not give it to you.
- 3. Workers' Compensation rates are calculated on straight time only.** For example, if an employee making \$10/hour works 50 hours – the employee receives \$10/hour for the first 40 hours equaling \$400 and then \$150 or time and-a-half for the next ten hours – totaling \$550. Workers' Compensation is calculated on straight time only at \$10/hour times 50 hours equaling \$500. Therefore, in a percentage bill, workers' compensation is paid on \$550. In a straight time calculated bill (like how CoStaff does it), you would only have to pay workers' compensation on \$500. Our recommendation: hire the human resource experts at CoStaff and save yourself some money.
- 4. Flexible Spending Accounts or Cafeteria 125 plans** are put in place for pre-tax dollars to be deducted from you employees' checks to help pay for medical premiums, non reimbursed medical payments and dependent care reimbursements. What many employers do not know is that the employer does not match the FICA on these employee pre-tax deductions. You need to ask your PEO if they credit the FICA deduction back to you or if they keep it themselves. Many PEO's will keep the money as an offset to administer the plan. CoStaff will reimburse the money back to the client, just as the client would if they had the plan on their own.
- 5. CoStaff Services places the health insurance and 401(k) plan in the client company's name.** This enables us to tailor the plan to our clients' specific needs rather than fitting the client in to a canned large PEO plan. Another advantage to keeping the health and 401(k) plans in the client's name is that it gives the client freedom to move where and when they need to without having to switch their health or 401(k) plans.

We believe the way we provide PEO services to our clients is the right way do business. Since our inception in 2000, we've earned the satisfaction and respect of our clients, resulting in a 99% client retention rate. Give us a call, we'd welcome the opportunity to serve you with your best interests in mind.

For a quote please fax or email your PEO invoice.

[www.costaffservices.com](http://www.costaffservices.com)

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**CoStaff Simplifies Employment and lets you get back to business! • 866-4-CoStaff**