



# The KimstaffHR Experience

## Relationships and Results

**What sets KimstaffHR apart  
from other PEOs?**



**Experience the Difference...**

# KimstaffHR is...



- a California-based, privately held \$110 million corporation established in 1997
- a National Association of Professional Employer Organizations (NAPEO) member since 1997
- a Human Resource Certification Institute (HRCI) approved provider
- a knowledgeable team of experts with exceptional credentials
- an affiliate of Kimco Staffing, a premier California staffing company since 1986
- your best customized solution to navigate complex employee related matters so you can focus on your core business

# Company Values

- Customer Service Above All
- Success through Teamwork
- Respectful & Open in All Our Relationships
- Initiative to Take on Big Challenges
- Doing the Right Thing and Doing Things Right
- Commitment to Financial Health
- Giving Back to the Community



# Competitive Pricing and Billing

- 14 different billing cycles available
  - Weekly, Bi-Weekly, Semi-Monthly
- Web-based payroll
- Full disclosure on billing statements
  - Itemized taxes, insurance, wages, benefits and voluntary deductions
- Reduced billing once tax limits are met
- No fees for “New Hires” or “Terminations” (with 48-hour notice)
- No hidden fees



# Enhanced Benefit Programs

- Large Group Medical plans ( 3 HMOs and 2 PPOs)
- Dental plan offers both DMO and DPO choices
- Rich voluntary insurance plans available
  - Life Insurance, Short Term Disability, Critical Illness, EAP
  - Flexible Spending, Critical Illness, Auto/Home/Renters, Pet Insurance
- Current month billing for benefits (no advanced billing)
- Direct rates from providers (no mark up on premiums)
- Competitive 401(k) through Transamerica
  - Very low set up fees and annual rates
  - No lost forfeitures
  - Multiple Employer Plan



# Superior Human Resources

- Management Guides
- Customized Employee Handbooks
- Progressive counseling
- Virtual, live and web-based training
- Free online tutorials
- Exceptional and dedicated HR Team



# Safety-Focused Workers' Compensation and Risk Management

- Self-insured workers' compensation program compliant with state mandated audit requirements
- No initial deposit required
- Premiums assessed incrementally payroll to payroll
- Invested in closing claims not just settling
- Quick underwriting
- OSHA compliance assistance
- Illness and Injury Prevention Program with loss control assistance
- Supervisor and employee safety training
- Employer Practices Liability Insurance



# Robust HRIS Systems and Web Access



- Self-service web access for employees and managers
- 24/7 user-friendly web access
- Online report generation with real-time data
- Paperless technology
  - Bar-coded fillable forms and document imaging
- Disaster recovery (daily offsite back-ups)
- Encrypted security





# Recruiting and Staffing Discounts

- Kimco Staffing Services, affiliate of KimstaffHR
- Privately held \$100 million corporation
- Premier California staffing company established in 1986
- Specialty recruitment services
- **Preferred service rates for all KimstaffHR clients**
- Temporary, temporary-to-hire and direct hire services
- Five specialty staffing practices

*office Professionals*

*Financial Solutions*

*Industrial Staffing*

*Kimco Technology Group*

*Mediquest (Medical Staffing)*

# Why KimstaffHR...

## Personal Solutions

- Exemplary customer service
- Dedicated contacts

## Technology

- State of the art HRIS systems
- Extensive system security
- Online reporting and Web-based payroll
- Employee web access
- Paperless systems

## OSHA Assistance

- Injury and Illness Prevention Program (IIPP)
- Safety trainings

## Field Support

- On-site training
- Management Guidebook
- Seamless transitions

## Competitive Pricing

- Unbundled fees
- No hidden costs

## Training

- Webinars
- Tutorials



KimstaffHR enhances your bottom line

# Exceptional Credentials

## Leadership / Management Team

Master of Business Administration  
Bachelor of Science, Business Administration  
Bachelor of Arts, Psychology  
Senior Professional in Human Resources (SPHR)  
Department of Insurance licenses *Life Agent, Property & Casualty*  
Certified Diversity Recruiter

## Human Resources Department

Bachelor of Science, International Business  
Professional in Human Resources (PHR)

## Benefits Department

Certified Employee Benefits Specialist (CEBS)

## IT Department

Masters of Science, Information Systems  
Bachelor of Science, Electrical Engineering  
Bachelor of Arts, Mass Communication and Electronic Media

## Payroll Department

Certified Payroll Professional (CPP)  
Certificate, Essentials of HR Mgmt  
Certificate, Accounting



## Risk Management Department

Bachelor of Arts, Business Administration  
Certified Forklift Instructor  
T.E.A.M. Certified  
OSHA General Industry Standards

## Implementation Department

Bachelor of Arts, Liberal Studies

## Accounting / Finance Department

Master of Business Administration  
Bachelor of Arts, Business Administration  
Bachelor of Science, Economics  
Certified Public Accountant (CPA)





We look forward to assisting you with your business objectives  
For more information contact KimstaffHR at (800) 601-4800

***Thank You!***



Follow us on

