

## KEY ADVANTAGES OF OUR SOLUTION

SOI alleviates many of the administrative responsibilities and liabilities associated with running your business. We also help you:

- **Attract and retain** your most valuable resource- your employees
- **Transfer business risk of many employment-related exposures**
- **Contain and reduce** your overall employee-related administrative costs
- **Preserve cash flow** through our 'pay-as-you-go' WC program, no deposits, no audits
- **Improve compliance** with state and federal laws
- **Gain access** to expert competencies in HR, Payroll, Benefits, Safety and Risk Management
- **Improve safety** in your workplace environment
- **Improve employee morale** and **reduce** expense and disruption of employee turnover

## WHAT WE DELIVER TO OUR CUSTOMERS

**Confidence-** Knowledge, conviction, advancing our customer's goals  
**Expertise-** Understanding our customer's business, industry focus, insight  
**Access-** Connecting our customers to the resources they need including 'Blue-Chip' providers

## TRUE COSTS OF EMPLOYEE ADMINISTRATION

The following chart was compiled from data gathered by the U.S. Chamber of Commerce, the U.S. Labor Department and the Small Business Administration.

| Number of Employees      | 1-9    | 10-49 | 50-199 | 200+ |
|--------------------------|--------|-------|--------|------|
| Manual Payroll System    | 10-12% | 8-10% | 7-9%   | 6-8% |
| Automated Payroll System | 8-10%  | 6-8%  | 5-7%   | 4-6% |

## THE NEXT STEP

Allow SOI to present you with a comprehensive, no-obligation assessment of employment related costs.

1.800.572.2412

Copyright 2010 SOI. All rights reserved.

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



Working for you. Working with you.

## Your vision is our vision.

We embrace your future with the same eagerness that you do and are dedicated to invigorating and protecting your most vital resource- your employees.





## ABOUT SOI

SOI specializes in payroll, human resources, employee benefits and risk management services.

## OUR CONCEPT

Through 'Employee Benefits Pooling', SOI pools hundreds of companies, representing tens of thousands of employees together.

The economies of scale generated by this unique concept allow us to negotiate the best rates and benefits programs available.

Your organization is then able to leverage SOI's expertise and collective buying power.

Providing value-added business services for small to medium sized businesses is what we do best. We're more than just a vendor to our customers, we're a trusted partner invested in their success.

## WHAT DEFINES US

We care. About your business.  
About your livelihood. About your future.

We understand. We understand your business.  
We understand your industry. We understand your challenges.

We deliver. Knowledge complemented by a strong sense of direction. A masterful understanding of your business and the intricacies involved.  
An open avenue to resources and connections otherwise out of reach.

## Payroll Administration

Our experienced staff of payroll professionals will perform the following services:

- Payroll Processing
- State and Federal Unemployment
- Tax Deposits
- Year- End W-2s

SOI Alleviates responsibility and liability associated with payroll and tax deposits

## Workers' Compensation Management

SOI uses 'A' rated carriers and on-site safety managers to bring you a tailored comprehensive loss-prevention strategy for your business.

- Safety Recommendations
- Loss-Prevention Assistance
- Nurse Case Managers

Coverage under this benefit is inclusive in our fee and 'Pay-as-you-go'.

No advanced premiums or deposits are required.

## SOI Portal

Your gateway to important information.

- Secure
- 24/7 Availability
- Forms, Reports, Service Notes

You'll enjoy more control than ever before. With valuable data always at your fingertips.

## EPLI

Employment Practices Liability Insurance (EPLI) coverage is included in our service.

- Key component of a comprehensive loss-control strategy
- Protects you from claims for actual or alleged employment wrongful acts, such as wrongful termination, harassment and discrimination

## Employee Benefits Administration

- Medical Benefits with Life and AD&D
- Dental Indemnity Plan
- Vision Plan
- Flexible Spending Accounts
- 401(k) Plan with Match Options
- Employer-Paid Group Plans
- Employee-Paid Supplemental Plans
- Employee Assistance Program

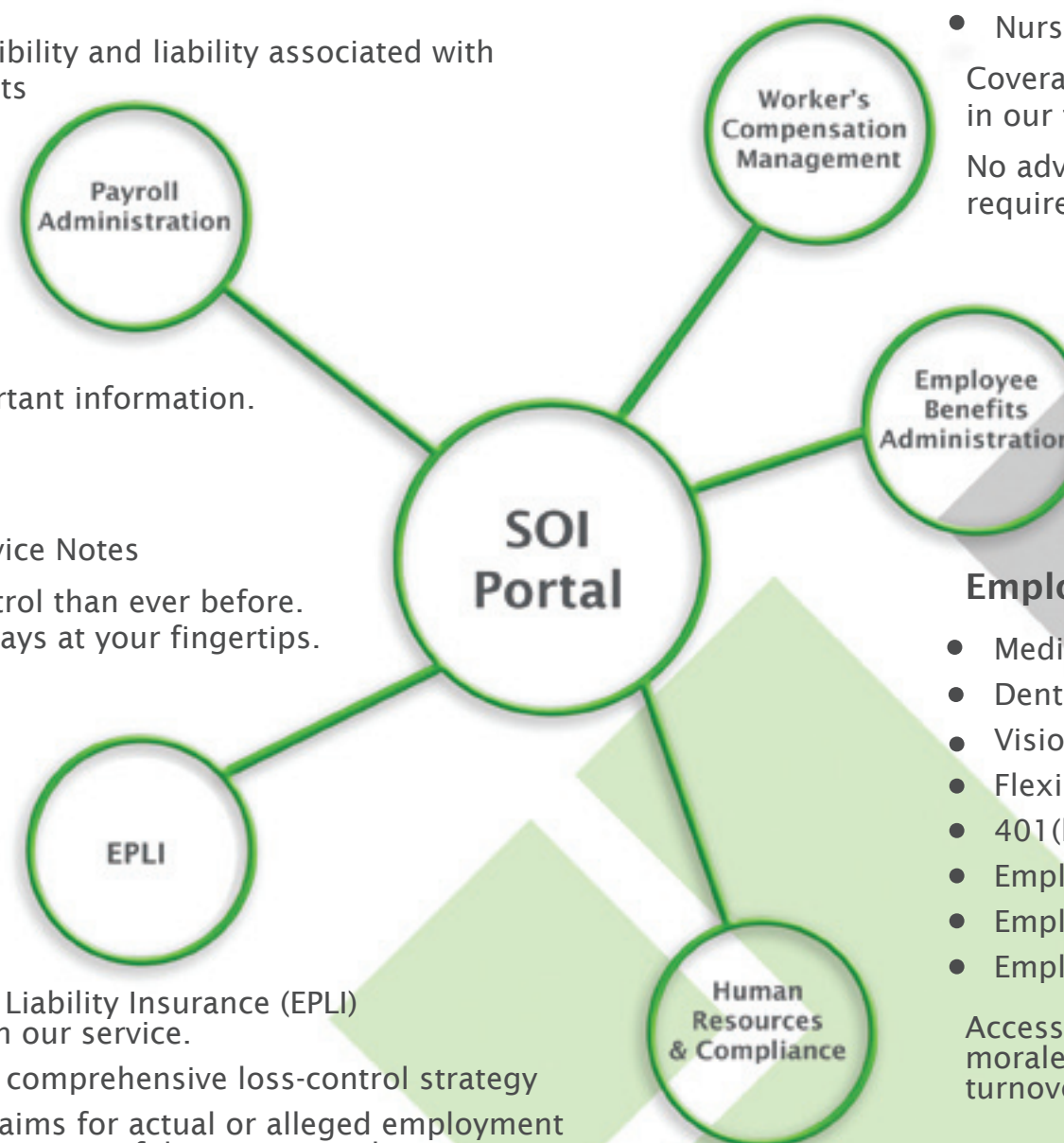
Access to better benefits improves employee morale and helps to reduce costly employee turnover.

## Human Resources & Compliance

SOI becomes responsible for many of the routine administrative tasks including:

- Communication of the Benefits Plans
- Open Enrollment
- Employee Handbooks
- Unemployment Claims Management/ Filings
- On-Site Telephone Expertise

SOI helps you to remain in compliance with the myriad of ever-changing governmental requirements.



Working for you. Working with you.