



## Co-Employer Relationship

Well thanks for taking the time to talk with me today. At Avitus Group, we offer a variety of services, all designed with the same purpose in mind: to help simplify, strengthen, and grow the business that we are supporting. The services that an Avitus Group member ultimately engages in differs from business to business, but invariably, what most companies begin with is our most popular offering, a service known as the co-employer relationship. Let's look at that first and then we can come back to this main page...

### Page 1 (Why Avitus Group?)

With Avitus Group, you can focus on what you do best (insert something about their business...like selling tires, building homes, etc.) while we take care of all of your back office details.

### Page 2 (Employers are seeking relief from...)

What we have found is that employers are seeking relief from increased PAPERWORK associated with having employees; all of the GOVERNMENT REGULATIONS that come along with having employees; The MANDATED BENEFITS like FICA, FUTA, State Unemployment Insurance, workers compensation insurance and so forth; and, since you are the TAX COLLECTOR for the government, you have AUDITS; and unfortunately, there is just a RISK AND LIABILITY that comes with having employees; On top of that, you have all of the COMPLIANCE ISSUES to deal with.

### Page 3 (Employment Regulation)

(Point to the bottom of the GROWING BURDEN OF REGULATION chart and move your finger up the chart)  
There was a time when running a business & having employees was simple, but over the years things have gotten very complicated.

### Page 4 (Where do you spend your time)

Our members have found relief through Avitus Group. This relief is accomplished because our members delegate the parts of their business that distract from delivering their product or service; the parts of their business that are non-revenue generating areas.

### Page 5 (Your business before Avitus Group/Your business with Avitus Group)

So, this is the center of what we do and what makes everything possible: The co-employer relationship. Now, if you asked any of our members to describe their favorite part about being in the group, they would begin to describe the co-employer relationship.

Here's how it works: This extensive list on the top reflects your business now and all of the responsibilities you have for your employees. You can see we've listed under PAYROLL, HUMAN RESOURCES, EMPLOYEE BENEFITS, and SAFETY AND RISK MANAGEMENT, all of the items that you are held accountable for as an employer.

We have a name for these items...we call them NON-PRODUCTIVE, ADMINISTRATIVE OBLIGATIONS. These do not make you money and it is certainly not why you got into business.

Move to the lower list and this is how OUR clients look regarding their employees. All of these non-productive administrative obligations become OUR responsibility. And we use the term responsibility for a reason; we are not just doing the items FOR you, as an agent representing you, WE are actually held accountable.

The reason for this is that in the co-employer relationship, Avitus Group is considered to be the administrative employer, so we handle all of these items and are held accountable for them. You, on the other hand, are considered to be the supervising employer; You are the boss, still hiring and firing as you always have. If you walked into any of our member businesses and asked the employees who they worked for, they would say they worked for the owner of that business...and that's the way it should be. But if you walked into the government and asked who these employees work for, they would say that as far as they are concerned, Avitus Group is accountable.

*OPTIONAL: (If you suspect the business owner is "employee sensitive" say:) And, the employee enjoys the relationship because we provide some corporate-style benefits for them, but they still have the advantage of working for a small business...they are not just a number.*

*Any questions on this page?*

So, we have a way to help determine whether Avitus Group is a good fit for any business and we do this through a financial analysis. I'll grab a few items from you here shortly and then when we meet next, the purpose of that meeting will be to show you what your current costs are right now for your employees compared to how things would have looked had you been part of Avitus Group. We will also go into greater detail of each department.

So, the legal name of the business is?... (Exit & go to the RFP to start filling it out)

END PRESENTATION