

# HR OUTSOURCING SERVICE COMPARISON



GENUSHR IS A FULL SERVICE HR OUTSOURCING SERVICE PROVIDER

Our HR Outsourcing service is perhaps the most comprehensive in the industry and our pricing is second to none. We deliver a full range of Human Resource Management, Payroll Processing, Benefit Administration and state of the art Web Based HRMS tools. We work very closely with our customers to deliver HR Outsourcing solutions that meet the specific needs of our customers and their industry.

Human Resource Management	Payroll Providers	Most HRO Providers	GenusHR
Design & Maintain HR Policy & Procedure Manual		✓	✓
Define/Redesign Organizational Structure			✓
Online Employee Record Keeping		✓	✓
License & Certification Tracking			✓
Company Property Tracking			✓
Online Performance Evaluations			✓
Web Based Applicant Tracking Tools			✓
Employment & Wage Verifications		✓	✓
New Hire Reporting	✓	✓	✓
New Hire Orientation and Online Training		✓	✓
New Hire Background Screening		✓	✓
Drug Testing		✓	✓
Access to Trained HR Professionals		✓	✓
Workplace Ethics & Etiquette Training		✓	✓
Vacation, Sick, and PTO Tracking and Reporting	✓	✓	✓
Unemployment Claims & Appeals Administration		✓	✓
Workers Compensation & Claims Management		✓	✓
EPLI Procurement & Claims Management			✓
Government Compliance		✓	✓
OSHA and Accident Reporting		✓	✓
EEO Reporting		✓	✓
HR Assessment and Auditing Kit			✓

## Payroll & Tax Administration

	Payroll Providers	Most HRO Providers	GenusHR
24/7 Online Payroll Processing	✓	✓	✓
Online Employee Time & Attendance		✓	✓
Any time, Many times Payroll Processing	✓	✓	✓
Federal, State and Local Tax Payments & Filings	✓	✓	✓
Dozens of Custom and Standard Online Payroll Reports	✓	✓	✓
W2 and W3 Processing & Delivery	✓	✓	✓
Garnishments, Levy and Child Support	✓	✓	✓
New State Tax Setup & Registration		✓	✓
Free Direct Deposit with Unlimited Bank Account Distribution			✓
Free Integration with Existing GL			✓
Paycheck Signing and Stuffing	✓	✓	✓
Onsite Check Printing	✓		✓

## Benefit Administration

	Payroll Providers	Most HRO Providers	GenusHR
Web Based Open Enrollment Capabilities			✓
Benefit Manual Development			✓
Participant Claims & Support Center		✓	✓
Design & Procurement of Comprehensive Benefit Programs		✓	✓
Benefit Compliance & Discrimination Monitoring		✓	✓
Benefit Billing & Reconciliation Management			✓
Data Integration with Insurance Providers			✓
COBRA Administration, Invoicing, & Collection		✓	✓
American Recovery & Reinvestment Act Compliance	✓	✓	✓
Cafeteria Section 125 Plan		✓	✓
401k & Retirement Administration		✓	✓
Medical		✓	✓
Dental		✓	✓
Vision		✓	✓
Long and Short Term Disability		✓	✓
Long Term Care		✓	✓
HSA/FSA Administration	✓	✓	✓



## Web Based HRMS

	Payroll Providers	Most HRO Providers	GenusHR
<b>Your Company Intranet Site</b>			✓
Company Document Libraries and Lists			✓
Company News, Calendars and Events			✓
Company Surveys and Polls			✓
Company Directory			✓
<b>Employee Self Service Suite</b>		✓	✓
Online Paystubs		✓	✓
Direct Deposit Maintenance		✓	✓
W4 and State Tax Maintenance		✓	✓
My Work and Personal Profile Maintenance		✓	✓
My Skills and Training		✓	✓
My Benefits		✓	✓
My HR Tasks (Timecard, PTO Requests, etc)		✓	✓
HR Library (Manuals, Policies, Procedures, etc)		✓	✓
<b>Manager Center</b>		✓	✓
My Team Skill and Training		✓	✓
My Team Job History and Performance		✓	✓
My Team Compensation History		✓	✓
My Team HR Tasks and Requests(Timecards, PTO, etc)		✓	✓
My Alerts		✓	✓
<b>Records Center</b>		✓	✓
Company Invoices		✓	✓
Online Employee Records Warehousing			✓
Executive Dashboard (KPI's, Metrics)			✓
Custom Business Alerts			✓
Real Time HR and Payroll Reports		✓	✓
<b>Other HRMS Tools</b>		✓	✓
HR Task Processing with Custom Workflows		✓	✓
Seamless Integration with current GL and ERP		✓	✓
Web Applicant Tracking Tools		✓	✓
Interactive HR Forms		✓	✓

