

The logo for Engage PEO features the word "ENGAGE" in a large, grey, sans-serif font. The letter "E" is a solid yellow color. Below "ENGAGE", the letters "P E O" are written in a smaller, yellow, sans-serif font, with spaces between them.

ENGAGE P E O

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The logo for Inc. 500, consisting of the word "Inc." in a bold, black, sans-serif font above the number "500" in a larger, bold, black, sans-serif font, all contained within a white rectangular box with a black border.

**Inc.
500**

Our “EXPECT MORE” Philosophy

After 20+ years of business experience and substantial success, Engage’s founder, Jay Starkman, surveyed the PEO industry he had dedicated so much of his career to building and decided a dramatic change was needed. Too many PEOs were focused exclusively on their bottom lines – slashing service offerings to the very worksite employees they were supposed to be benefiting.

Businesses expect more and deserve more, so Jay set out to build a new kind of PEO.

A PEO where the client experience and quality of service are the driving focus of everything.

That PEO is Engage



A Return to Quality Service Delivering on Expectations

The mantra lived by every Engage team member is that PEO clients should have the right to Expect More from their PEO, and Engage delivers.

Our veteran sales team is highly skilled and trained to identify the Engage products and services that will meet the distinct HR needs of prospective clients of all sizes, across all industries.

Our experienced service delivery managers take the time to listen and learn about each individual client -- not only about their people and HR compliance needs, but also about their industry and what the client expects to achieve from a relationship with Engage.

Investing in Excellence Driven by Client Needs

Investments are continuously made in all aspects of service delivery including Technology (like our state-of-the-art HRIS and paperless online benefits enrollment tool); Products (such as our A-rated carriers and flexible benefit plan offerings); and our Talent - our clients have access to a dedicated HR manager who is also an employment lawyer.

No PEO out there today delivers HR services the way that Engage does.

This is Engage. We ask you nothing but to "Expect More" from your PEO. When you do, the HR advantage that Engage delivers becomes clear.

"We like the fact that we can have Engage for all our HR solutions, everything in one place."

– Regional fresh produce wholesaler

"The principal contributing factor in our high satisfaction score is Engage's excellent customer focus and responsiveness, both to our company and our employees."

– Regional technical services supplier

"Engage does more than help companies manage HR compliance issues like the complex requirements of the Affordable Care Act. They help business clients better analyze their people-data, manage risk and simplify all of their employee-related processes – that frees up valuable time and resources that can be directed to improving other areas of their business."

– Engage referral partner

"Our clients have access to a dedicated HR manager who is also an employment lawyer. That makes a big difference to our clients and also to the insurance broker partners who put their trust in Engage to serve their clients."

– Jay Starkman, CEO, Engage

"Strong customer service, responsiveness, high quality attorney support."

– National home health services franchisor

Why partner with Engage?



Gives you more time to focus on your **CORE BUSINESS**



Provides a **DEDICATED** HR Manager with a law degree



Improves efficiency and **COST EFFECTIVENESS** of your HR and safety functions - with a single point of contact



Opens doors to an **A-LIST SUITE** of HR benefits, superior technology and services



Ensures **COMPLIANCE** with ever-changing state and federal regulations including the Affordable Care Act



Makes you an **EMPLOYER-OF-CHOICE** to attract and retain top talent



Offers a defined, proven, streamlined **TRANSITION PROCESS**



Provides **ACCESS** to a comprehensive suite of ACA-compliant healthcare and voluntary benefits via a private Engage Corporate Exchange, and a Simple Business Solutions offering for businesses of all sizes



Provides **PROTECTION** - Engage is **ESAC CERTIFIED**. Less than 5% of all PEOs have this accreditation (like FDIC certification for banks)



Drives **EFFICIENCY** through integrated, secure HR technology solutions and employee self-service tools

Engage Services

Human Resources Assistance	Payroll Services	Benefits Services	Workers' Compensation/Risk	ENGAGE'S WORK	YOUR WORK
HR and employment issues	Payroll processing Web payroll access	Benefits administration consulting	Loss control and safety	✓	
Employee policies and handbooks	Online employee self-service	Benefits program education	Training materials and inspections	✓	
ADA, EEO compliance	Employee maintenance	Engage-sponsored medical and supplemental plans	OSHA compliance	✓	
State and U.S. Dept. of Labor Wage & Hour audit and compliance	New hire reporting	ACA compliance	Risk assessment	✓	
Compliance posters	Standard payroll reporting	401(k) and retirement options administration	Review of claims, losses, reserves and codes	✓	
Unemployment claims management	Overnight delivery of payroll and reports	Section 125 planning	Internal employee advocate staff	✓	
Hiring and recruitment procedures	W-2 processing	Employee notices, enrollments and inquiries	Drug free workplace programs	✓	
HR calendar maintenance	Garnishments	Benefits package coordination	Return-to-Work programs	✓	
Job descriptions for core positions	Benefits and other deductions	Annual orientations	Claims administration	✓	
HR Needs Assessment	Federal & State W/H and tax deposits	New hires and terminations processing	Safety manuals	✓	
Assessment of existing performance tools	Direct deposits	COBRA administration; regulation compliance		✓	
Background checks coordination	PTO tracking	Annual 5500 reports		✓	
Employment Practices Liability Insurance (EPLI)	Third-party employment verifications	Mid-year, year-end 401(k) compliance testing		✓	
Employee and Manager training: -Discipline and terminations -Anti-harassment/discrimination -Interviewing/hiring -Others	Records management			✓	
	Census reporting			✓	
TAKE CARE OF YOUR CLIENTS & GROW YOUR BUSINESS!					✓