



PREMIUM PAYROLLTM SERVICES



**GET THE BEST
TO SAY YES**

Increase Acceptance Rates
& Reduce Unwanted Attrition
of Mission Critical
Direct-Sourced Contractors

WWW.PREMIUMPAYROLLSERVICES.COM



The Big Idea

A new breed of payroll company with totally customizable benefit and compensation delivery models.

By offering direct-sourced candidates total transparency and control over how they are paid and which benefits they receive, you'll increase the likelihood they'll say "Yes" - and stick around until the job is done.

Benefits are one of the surest ways to improve employee satisfaction. Nearly 60% of employees say benefits are “very important” to how they feel about their job and their company. Employees who are satisfied with benefits are almost 4x as likely to be satisfied with their jobs. – *PeopleKeep.com*



A well-designed employee benefits package can help create loyalty, drive employee engagement and encourage workers to stay on the job. - SHRM

Benefits Matter

Today's contract employees have more work options than ever, and the rigid, stripped down benefit offerings from traditional payroll and staffing companies are no longer attractive to the best ones.

Premium Payroll™ gives you the tools you need to make them an offer they'll be excited to accept and stay with.

Uniquely Better

Digital Prospectors scored ~40% higher in overall benefit satisfaction when compared to the BBJ's list of the largest temp firms in Boston.

- *Glassdoor.com Best Places to Work*

- Only 29% of staffing firms subsidize health benefits above the ACA minimum standards
- Only 20% of staffing firms offer immediate access to a matching 401K
- Fewer than 3% of staffing firms offer 100% employer paid health insurance

- *Staffing Industry Analysts survey of 439 Staffing Firms*

Digital Prospectors offers immediate access to a 100% employer paid low deductible HMO plan - plus Dental, Vision, Life, STD, LTD and a matching 401(k)



- 56% of workers would take a pay cut for an equal amount of PTO - *USA Today*
- 46% of staffing firms offer Zero PTO - *Staffing Industry Analysts*

Digital Prospectors allows each contractor to customize their PTO to suit their individual needs

Benefit Details:

A one-size-fits-all approach to compensation and benefits doesn't work. Empowering consultants to mix and match what's most important to them - does. That's why we offer a variety of payment and benefit options to choose from:

Hourly W-2

Salaried W-2

401(k)
with employer
match up to 4%

Health insurance
(choice of 3 plans:
HMO, PPO, HSA)

Dental
insurance

Vision
Insurance

Life
insurance

STD and LTD
insurance

Totally
customizable
Paid Time Off
(PTO) and
bench time

Employees who don't need health benefits through Digital Prospectors can choose a higher compensation model instead.

Employees become eligible for benefits as of the first of the month after they start work.

Reduce Hassle

Expanding your staff? Say goodbye to administrative hassles, and say hello to your brand-new team member!

We'll take care of the onboarding and new-hire paperwork on your behalf, using our SHRM trained HR Professionals. Our award-winning customer service ensures consultants feel just as valued as your internal employees do.

WE'LL HANDLE ALL OF THESE TASKS SO YOU DON'T HAVE TO:

Background Screening:

Criminal history check, pre-employment drug screening plus any ad hoc client specific screening

Onboarding Paperwork:

I-9 certification, client policy acknowledgements (ethics, COI, IP etc.) & master contract flow-downs

Payroll Set-Up:

W-4 completion, direct deposit enrollment, time reporting instructions and 401K enrollment

Benefit Enrollment:

Navigation, explanation, selection, and enrollment for health insurance, wellness plans (dental, vision, STD, LTD, Life Insurance, workers comp) and COBRA administration at completion date

Prompt Payment:

Ensuring accurate payment and courteous service. We make things right if an employee may have trouble getting hours approved but still needs payment or may even need a no-fee cash advance

Satisfaction Checks:

We regularly survey all employees to ensure total satisfaction with their onboarding and continuing service experience – receiving 'World Class' satisfaction levels with a 78.6 NPS (3x industry average)

Terminations:

We'll also take care of the awkward conversation when things don't go according to plan – So you don't have to. Rest easy, just call us and we'll do the rest

Strong onboarding processes improve new-hire retention by 82% and productivity by more than 70%.

Research shows companies with weak onboarding programs are more likely to lose these people in the first year.

- Brandon Hall Group research

Reduce Risk

FLSA? ERISA? OSHA? ACA? EEOC?

Let our HR experts navigate the regulatory maze – they know their way around! Your contractor is our employee, so the responsibility for legal compliance is ours too.

When you hire with Premium Payroll,TM you drastically reduce any risk associated with:

- Co-employment / Worker misclassification
- Wrongful termination claims
- Errors & omissions claims
- Discrimination claims
- Workers' compensation claims
- Unemployment claims

Such claims consume a lot of staff resources, even if they have no merit. Let Digital Prospectors handle the costs and legal headaches - so your people can focus on other priorities.



**EASY FOR HIRING MANAGERS.
AWESOME FOR CONTRACTORS.**



**HIRING MANAGER
GUARDANT HEALTH**

I started working with Digital Prospectors over 10 years ago, and I've found their services to be top notch. It's easy to get someone on their payroll in a short period of time, and the price is very reasonable. The contractors we payroll with Digital Prospectors are extremely happy with the service and their benefits. Many of our best people were considering multiple offers, so these benefits were critical to sealing the deal.

**CONTRACTOR
MIT LINCOLN LAB**



When I was looking for my next opportunity, I really paid attention to the benefits. I took the job with Digital Prospectors because they offered me a total package: health insurance, a 401(k) with match, paid time off... the works! I can't believe they pay the entire premium for my low-deductible PPO health plan. The staff are fantastic as well. Anything I need from the main office is handled quickly with no fuss, which is exactly what I need as a remote contractor. Digital Prospectors respects their employees, treats them well, and pays them well. What more can you ask for?

PROVEN PERFORMANCE:

7x



Clearly Rated's 3rd party validated Excellence Awards

5.0



Ranked #5 from over 200K businesses on Glassdoor

#46



Fortune's Top 100 Places to Work

Top 1%



Of 222 staffing firms - Staffing Industry Analysts



loveyourjob.com



How to Get Started:

Reach out to us at **617.938.6100** for a free consult and game plan and see how easy it really is.

We even offer your first Premium Payroll[™] placement **FREE!**

PRICING:

Digital Prospectors offers Premium Payroll[™] services for a simple, flat and fully transparent **\$10/ hour fee.**

Fee is added to employee's total compensation (wages and benefits) and employer taxes.

There is NO conversion or buyout fee for directly hiring or terminating a Premium Payroll[™] employee.