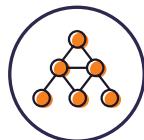




PRICING GUIDE

HR SERVICES

HERE'S WHAT WE'LL COVER:



COMMON SERVICE MODELS



TYPICAL PRICING SCENARIOS



COMMON PRICING MODELS



FEES TO WATCH OUT FOR



THE COST OF HR SERVICES



POPULAR PROVIDERS



NAVIGATE
USING THE MENU
BELOW



OVERVIEW	COMMON SERVICE MODELS	COMMON PRICING MODELS	THE COST OF HR SERVICES	TYPICAL PRICING SCENARIOS
	FEES TO WATCH OUT FOR	POPULAR PROVIDERS	LEARN MORE ABOUT POPULAR PROVIDERS	LEARN MORE ABOUT HR SERVICES

COMMON SERVICE MODELS



HUMAN RESOURCE OUTSOURCING (HRO)

A third-party provides an array of services for the client organization to pick and choose from.



PROFESSIONAL EMPLOYER ORGANIZATIONS (PEO)

A PEO becomes a co-employer, taking care of all the HR responsibilities and assuming all HR-related legal responsibilities for the client.



ADMINISTRATIVE SERVICES ORGANIZATION (ASO)

In ASO, the organization funds its own employee benefit programs, such as health plan, but hires an outside firm to perform specific administrative services.

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COMMON PRICING MODELS



\$/EMPLOYEE/MONTH



PERCENTAGE OF EMPLOYEE'S SALARY



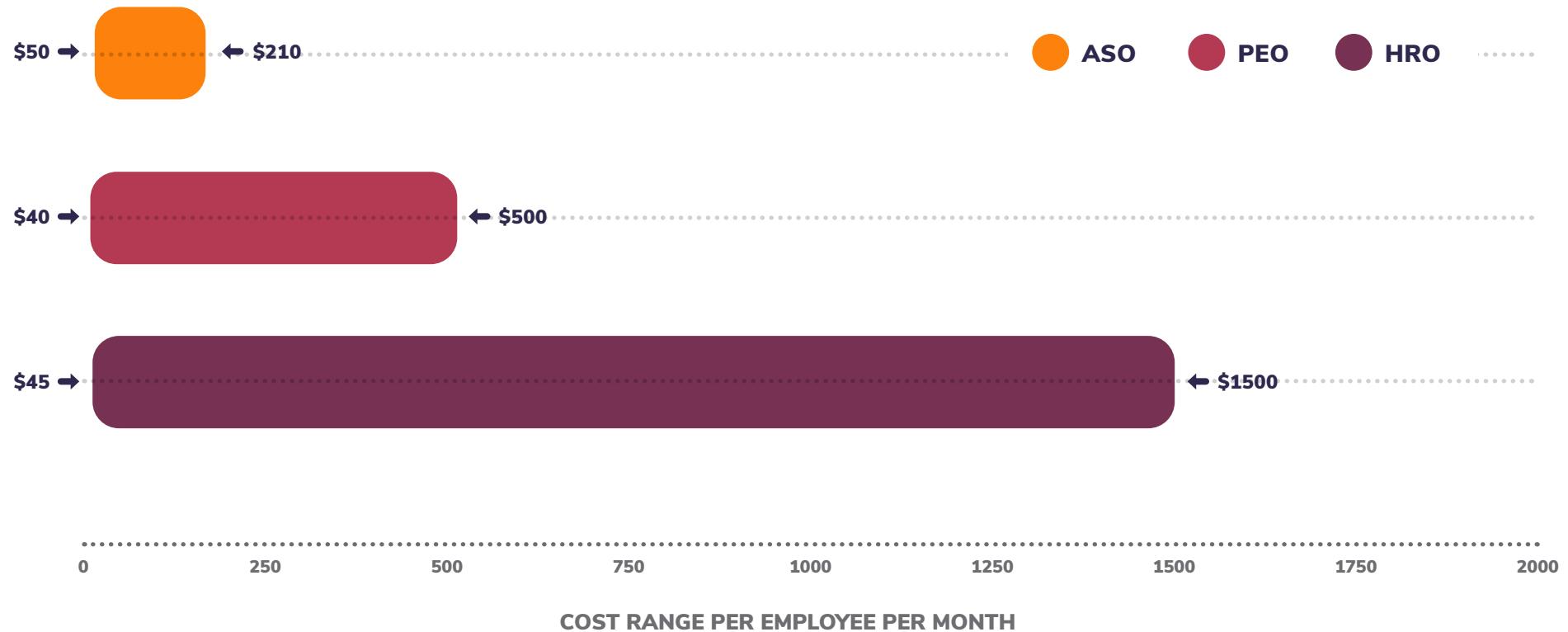
FIXED MONTHLY CHARGE



FIXED MONTHLY CHARGE + VARIABLE COMPONENT

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HOW MUCH DO HR SERVICES COST?



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TYPICAL PRICING SCENARIOS

SCENARIO	RESULT
Employee gets a raise in percentage-based pricing model	Costs go up
Employee leaves the organization in per employee per month pricing model	Costs go down
Addition of health benefits to the package of administrative services	Costs go up
Setting up tax-advantage spending accounts for the team	Additional one time charge
Employee goes on a sabbatical in per employee per month pricing model	Costs stay same

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FEES OR EXPENSES TO WATCH OUT FOR



SET-UP FEE

Various service providers, especially in PEOs and ASOs models, charge a set-up fee to start a contract.



CHECK SIGNING FEE

Some service providers charge additional fee to sign employee salary checks and other checks



PAYROLL PROCESSING FEE

Some providers charge processing fee on top of payroll costs, and that can rack up to thousands in some cases.



CHARGE TO END SERVICES

Some providers levy charges to end the engagement with a client. This can cost an additional few hundreds.

OVERVIEW

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POPULAR PROVIDERS

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POPULAR PROVIDERS

PROVIDER	PRICING
Insperity	Plans starting around \$240 per employee per month.
Oasis	Plans starting around \$40 per employee per month.
ADP	Plans starting \$10 per employee per month + ADP monthly base rate of \$85
Trinet	Plans starting at \$80 per employee per month.
Paychex	Plans starting at \$60 per employee + 2% to 11% of employee's salary + \$200 set-up fee

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LEARN MORE ABOUT POPULAR PROVIDERS

1 [INSPERITY](#)

2 [OASIS](#)

3 [ADP](#)

4 [TRINET](#)

5 [PAYCHEX](#)

The pricing information included in this presentation was collected from third-party source that appeared on Google Search Engine Results Page between May 9 and May 12, 2020. The pricing presented provides a range that has been quoted by these third-party sources and the actual costs could be higher or lower. Software Advice is not in a position to provide detailed price quotes on behalf of these vendors and this data should not be considered as such. The information is simply a compilation of what is publicly available online. Buyers should contact the software vendor for actual pricing.

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