



Win Big by Using ThinkHR Throughout the Client Lifecycle

For those who are not bystanders.

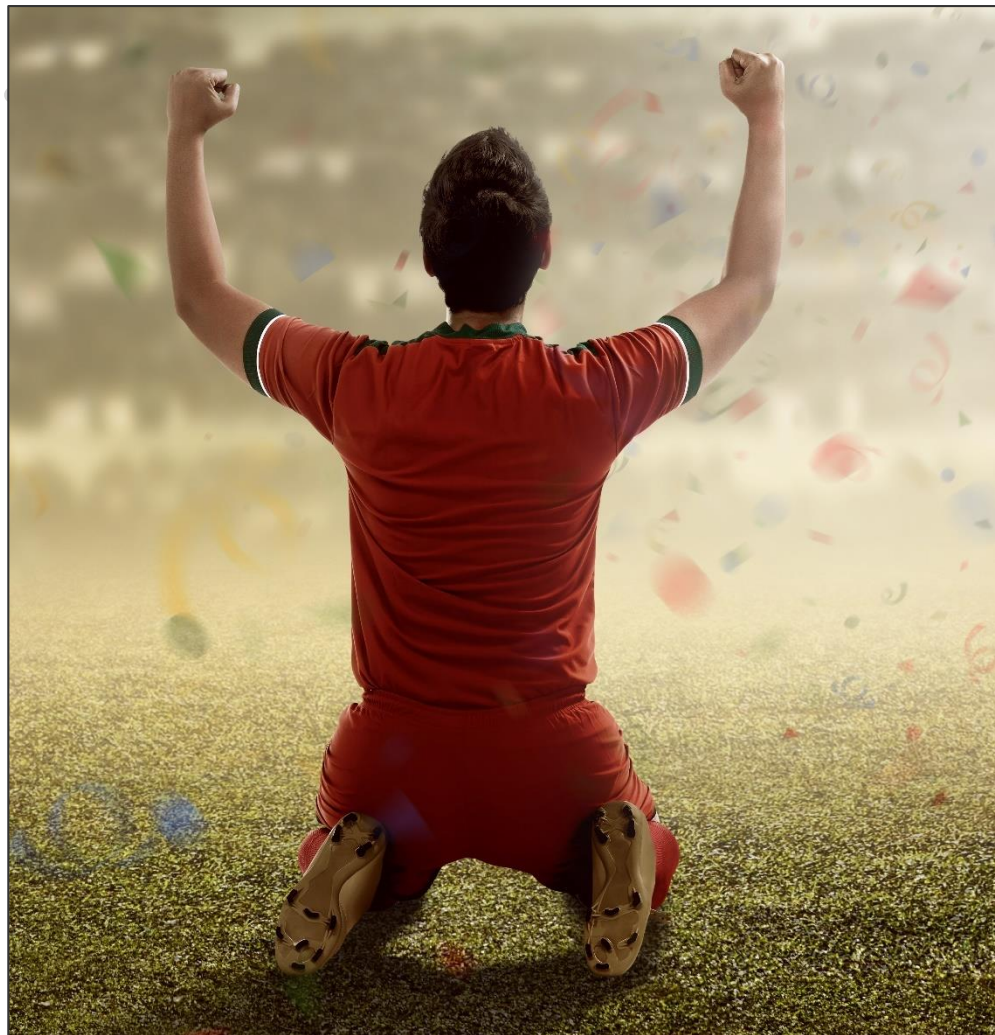
Think^{HR}



Vince Murdica
Sales and Customer
Success

Reminders:

- Yes, we're recording. Yes, we'll send you a link.
- Use the question box. We're here to help.
- Please take the survey at the end.

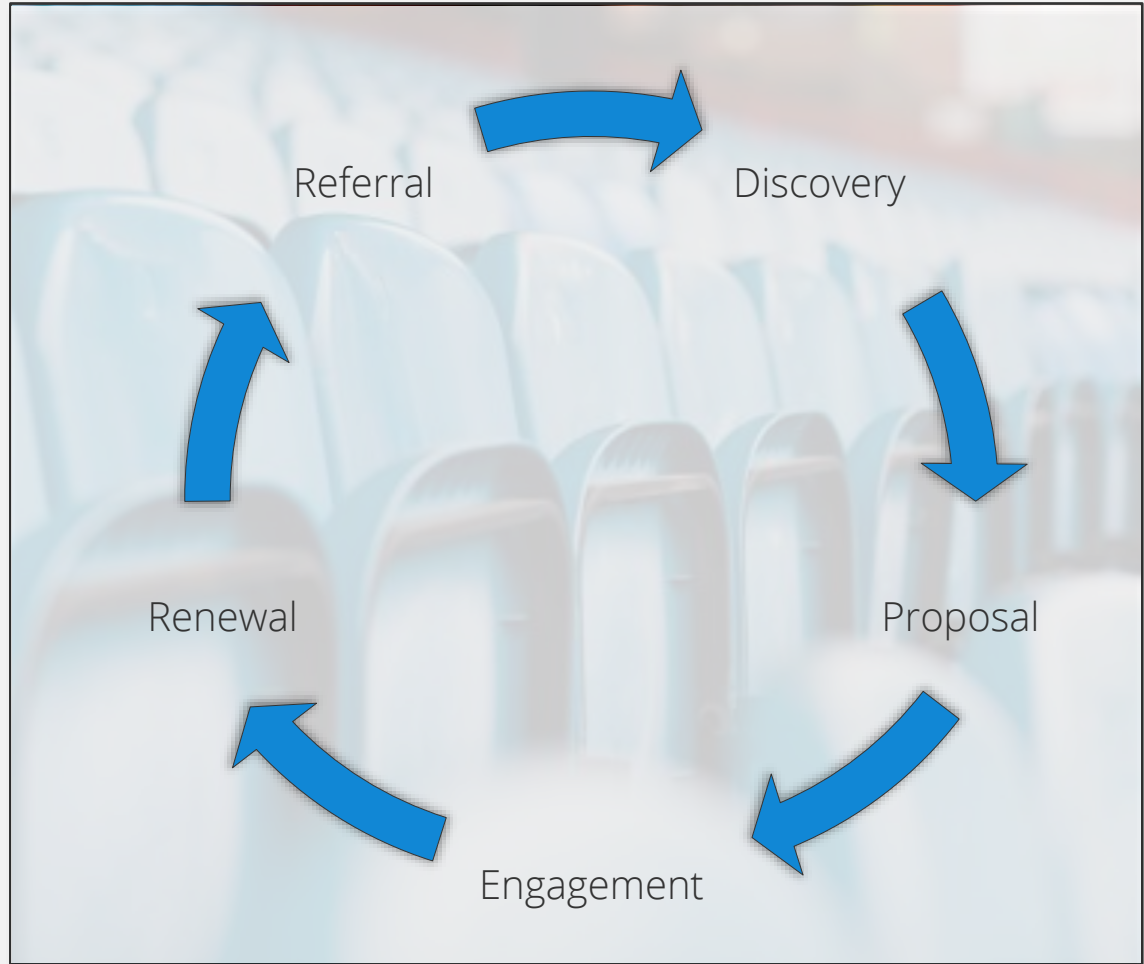


Our best clients use ThinkHR to affect three parts of their business:

- 1 Scale internally, reduce costs, gain efficiency
- 2 Increase retention 1-2% above industry average
- 3 Grow 10%+ per year by winning new business

Client Lifecycle Playbook

There's a ThinkHR
play every step of
the way





Discovery:
Uncover
Pain Points.

HR Audit Checklist

Every business faces challenges with various rules, laws, regulations, and general business issues. The purpose of this questionnaire is to highlight the key areas of human resources activities that could pose risks to the business if not done or improperly managed. You can complete the entire questionnaire or focus only on one or more of the sections that are of most concern to you. With your responses, the questionnaire answer will provide you with more information about what, why, and how that topic is important in your risk mitigation program.

General Company Questions

Progress:

Questions

Are you a federal or state government contractor? Yes No

Do you know the employment laws and regulations impacting an organization of your size (by number of employees)? Yes No

Do you intend to either hire more people or shrink your workforce this year? Yes No

Do you have unions subject to a collective-bargaining agreement? Yes No

Do you have a regular system for monitoring and auditing your human resources to ensure compliance with applicable state and federal regulations? Yes No

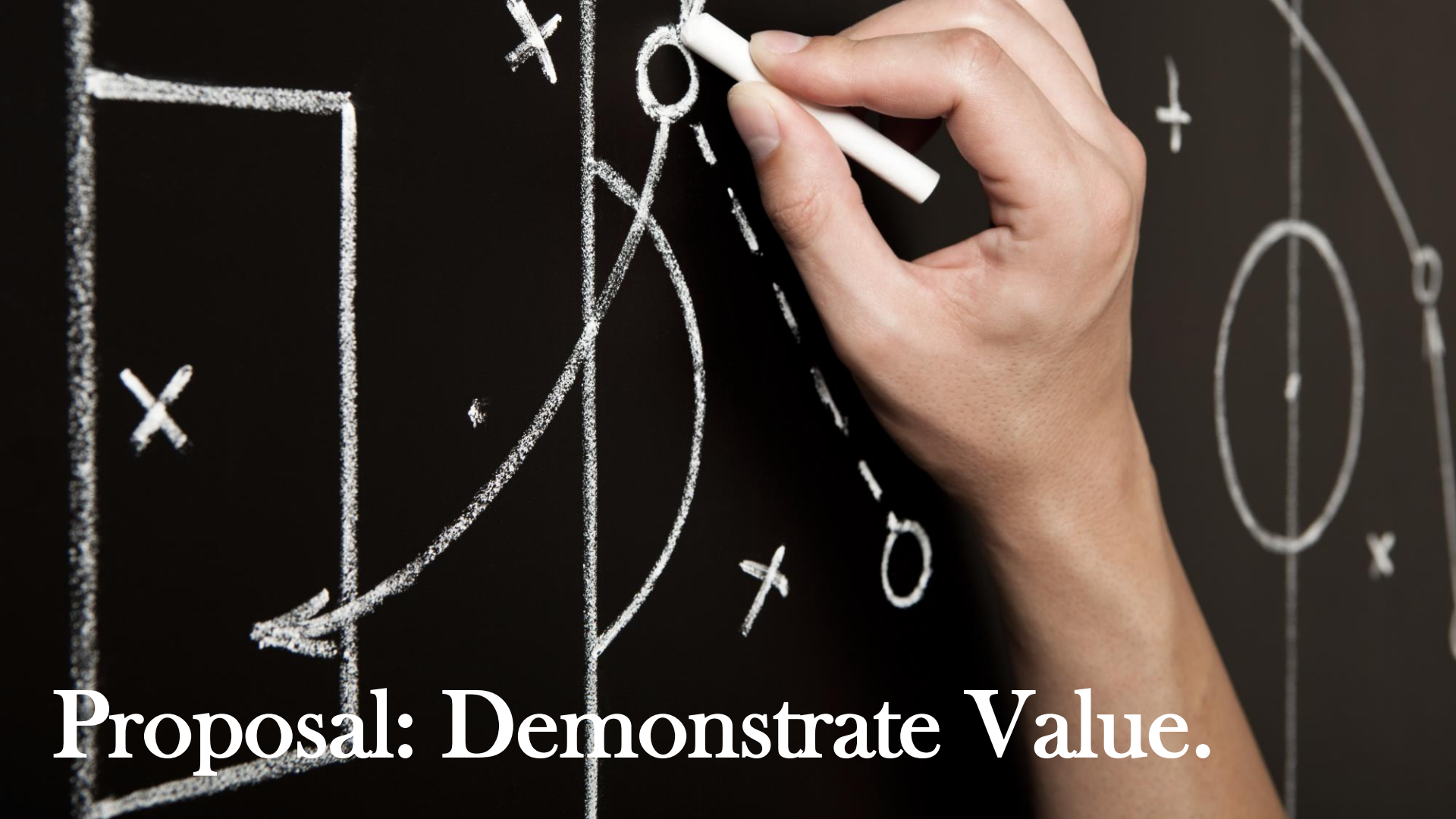
Have you had any employment practice claims in the last three years (including, but not limited to, NLRB, DOL, EEOC, FLSA, state agencies, mediations, arbitrations, administrative hearings, internal grievances, and attorney demands)? Yes No

Do you have employment practices liability insurance coverage? Yes No

Is your management personnel trained in human resources practices and compliance with company policies and the law? Yes No

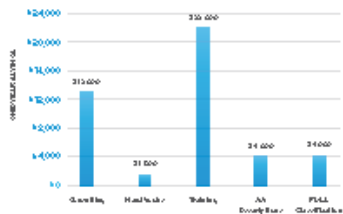
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HR Audit Checklist



Proposal: Demonstrate Value.

Employees are your **#1 investment** and your **#1 risk**. ThinkHR supports mitigation of your human capital risks.



\$94,500 annual savings for 200-ee company

Unlimited, expert HR consulting is a phone call or email away. Obtain guidance and advice on these critical areas to help mitigate human capital risks:

- › Hiring/firing
- › Wage and hour
- › Leaves of absence
- › Statutory compliance
- › ACA
- › Workers' compensation
- › ADA accommodations
- › and more!

Construction Training Courses

Unlimited access to 200+ training courses covering safety, OSHA, health and wellness, sexual harassment and discrimination

Construction Highlights

- › Jobite Shooter Preparation
- › Back Safety and Injury Prevention (pp 34-4)
- › Bullying and Violence in the Workplace
- › Occupational Safety
- › Electrical Safety
- › First Aid Medical Emergencies
- › Hazards to Outdoor Workers
- › Leading Teams: Dealing with Conflict
- › OSHA 10-Hour Safety (120 minutes) (pp 14-14)
- › PPE: Personal Protective Equipment (7 courses)
- › Safety at Work: A Systematic Approach
- › Slip, Trip, and Fall (pp 3-4)
- › Union Awareness

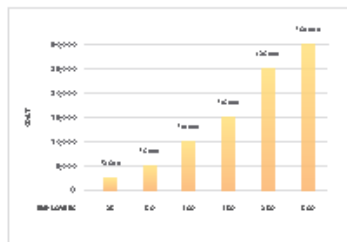
More HR tools for your business:

- › Form and templates
- › Employment law alerts
- › A.C.A. and related compliance information
- › Mobile app

"I just wanted to let you know that I used the Handbook Builder and it was AWESOME!!! That saved me so much time I can't believe it."

Kathy O., Commercial Construction Industry
Waukegan, WI

Average Cost to Train per course/per year



Vertical Reports

“

The Straz Center's experience with ThinkHR Learn was a game changer for Alltrust. For me, the hook was when the Straz CFO said, 'You're saving us \$40,000 a year.' We pay a monthly fee for ThinkHR, and we were able to save one client \$40,000? That's huge!"

- COREY W. LILBURN,
Senior Benefits Specialist at Alltrust



How One Broker Saved a Client Thousands with ThinkHR Learn

Agency: Alltrust

Partner since: 2014

Location: Palm Harbor, FL

CHALLENGE

A broker's nonprofit client found it cost-prohibitive to offer its staff the kinds of trainings that their peers at other companies were receiving, yet they knew they couldn't delay staff development. Employees were already requesting trainings and the nonprofit wanted to retain their valuable talent by investing in their futures.

SOLUTION



The nonprofit broker, Alltrust, explained the benefits of ThinkHR Learn, which delivers more than 200 trainings that matter most to organizations, helping them stay compliant and empowering employees with the information and tools to grow professionally.

RESULT

Alltrust saved this client \$40,000 a year in training costs.

Setting the Stage for Learning

In 2010, Janet Krawczyk, HR specialist for the Straz Center for the Performing Arts in Tampa, Florida, had a major challenge to overcome. A need was arising at Straz Center, where a growing number of the center's 139 full-time employees were requesting training and development programs. Knowing the importance of helping empower and build their employees' skillsets, Krawczyk and her team began researching staff training programs. Trouble was, all of the learning management systems they evaluated on behalf of their employees were too expensive for the small nonprofit organization.

At a loss, Krawczyk called one of her trusted business advisors, Corey W. Lilburn, Senior Benefits Specialist at Alltrust, to seek advice. After listening to Krawczyk's concerns, Lilburn introduced ThinkHR as a turnkey solution that extends well beyond solving Krawczyk's training and development dilemma; ThinkHR's combined services provide on-demand, time- and cost-saving solutions to simplify Straz's complex HR and compliance issues.

“

The Straz Center's experience with ThinkHR Learn was a game changer for Alltrust. For me, the hook was when the Straz CFO said, 'You're saving us \$40,000 a year.' We pay a monthly fee for ThinkHR, and we were able to save one client \$40,000? That's huge!"

- COREY W. LILBURN,
Senior Benefits Specialist at Alltrust



Engagement: Stay Relevant.

BROKER
LOGO HERE

HR Insights

The Recruiting & Hiring Issue

Last Chance: Update Your Employee Handbook and Win!

Employee handbooks are great for sharing a company's values and culture, setting employee expectations, and showcasing company benefits. However, an outdated handbook leaves your organization vulnerable to claims against the legality of your policies and procedures. Use ThinkHR's handbook builder to update your handbook by Friday, March 17 to be entered to win breakfast for your company and a \$500 Southwest Airlines gift card.



[Learn More](#)

Upcoming Webinars

Tuesday, March 28 and
Thursday, March 30 at 8:30 am Pacific

HR Compliance Impact with Washington's First Moves

Are you keeping up with the Trump administration's quick moves to change laws, enforcement actions and regulations to support business and our economy? Join us as we dive into President Trump's first 100 days in office. We will address issues and questions about rescinded executive orders, regulatory enforcement agenda changes and legislative moves that could impact your business operations.

This webinar offers 1 HRCI and SHRM-approved credit.



Newsletters



Renewal: Articulate Your
Value.

BROKER
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THINKHR
VALUE REPORT

ABC Company

TOTAL VALUE OF SERVICES \$ 14,535

Company Size: 51-100 | Date: October 07, 2015 - October 07, 2016

Live Consultations and Issues Resolved



YOUR COMPANY VALUE
9 | \$2,250
AVAILABLE

TYPICAL COMPANY
19 | \$4,750
AVAILABLE

Calling ThinkHR's advisors saves:
• Legal fees that can be as high as \$350 per hour.
• Consultant costs of \$100 an hour per hour.
• Thousands of dollars in fines and penalties.
• Time lost as you struggle to find solutions.

Handbooks Completed



YOUR COMPANY VALUE
1 | \$1,500
AVAILABLE

TYPICAL COMPANY
2 | \$3,000
AVAILABLE

Using ThinkHR's Handbook Builder saves:
• Attorney fees of \$3,000 or more to create a single handbook.
• Outside counsel charges of hundreds of dollars per hour for handbook creation.
• Threat of consequential liability with faulty contracts and regulatory compliance policies.

Comply Views



YOUR COMPANY VALUE
182 | \$910
AVAILABLE

TYPICAL COMPANY
231 | \$1,155
AVAILABLE

Using Comply makes it easy to:
• Create **job descriptions** with no legal boiler.
• See the latest **employment law alerts** for all 50 states and federal.
• Check policies by topics like **hiring, time off, and employee performance**.

Training Courses



YOUR COMPANY VALUE
79 | \$9,875
AVAILABLE

TYPICAL COMPANY
115 | \$14,375
AVAILABLE

Savvy companies use Learn to:
• **Motivate and retain** their best.
• Manage **compliance**.
• Keep a **safe workplace**.
• Introduce best practices like **preventing sexual harassment**, OSHA requirements, ethics, and more.

Client Value Report

1

Monetize current services

2

Differentiate yourself from competitors

Referral: The Perfect Pass.



The Playbook

Discovery

- HR Audit Checklist
- HR Challenges
- HR Practice Calculator
- Sample Client Value Report
- Example Questions List
- Learn Course Catalog
- Free trial
- Handbook Audit
- Employee Compliance Survey
- Hazard Assessment Checklist
- Workers' Comp Audit Checklist

Proposal

- Vertical Reports
- Vertical Course Lists
- ThinkHR Live
- Benefits Compliance Suite
- Employee training
- Handbook Builder
- HR Audit Checklist (full length)
- Safety Checklist
- Customer Success

Engagement

- Law Alerts
- HRCI/SHRM webinars
- Breaking news alerts
- Bi-weekly co-branded newsletters
- Custom branded newsletters (weekly)
- Handbook Builder
- Employee training

Renewal

- Client Value Report
- Hotline question summary
- HR Practice Calculator
- Training course completions
- Webinar attendance summary
- Comparisons with other clients
- Handbook Legal Review

Referral

- Client Value Report
- HR Practice Calculator
- Free trials
- Branded brochure
- Benefits Compliance Suite
- Quick HR Audit
- Example Questions List
- Vertical Reports
- Employee Compliance Survey



ThinkHR is the
winning play to:

Lower churn

Scale costs

Increase close ratios



Let us arm you for your
next meeting

For current partners:

- » To learn more about the resources discussed on today's webinar, contact your Customer Success Manager or email customersuccess@thinkhr.com.

For prospective partners:

- » If you are interested in learning more about a partnership with ThinkHR, please type "info" in the question box.