



### Care Network - HR Vendor Services Comparison

	Bent Ericksen & Associates	Cooperative of American Physicians (CAP)	Paychex	Paylocity
Care Network Discount Available	X			X (PracticeWell Members Only)
Human Resources Specialist Support	X	X	X	X
Customized Policy Manual	X	X	X	X
Job Descriptions	X	X	X	X
Personnel Forms	X	X	X	X
Employment-Related Compliance Updates	X	X	X	X
Customizable Action Plans / Implementation Support	X		X	X
Employment-Related Legal Consultation		X	X	
Educational Human Resources Video Library		X		
Employee Training / Development Programs Support			X	X
Employee Development Management System			X	X
Employee Benefits - Retirement Plans / Employee Assistance Programs			X	X
Employee Recognition Platform			X	X
Additional Software / Tools Available For Purchase	X		X	X

# & MAXIMIZE Human Potential & MINIMIZE Liability

Get all the tools to efficiently manage your human resources functions simply and cost effectively with our complete HR Director Package.

## The Risks

Your practice is your most important asset. Employees are essential to that investment. Yet the majority of medical practices are not in compliance with all applicable laws, rules, regulations and guidelines. Are you sure you're hiring and managing employees as effectively as possible? If not, you could be putting productivity and team member retention at risk ... or worse.

The average out-of-court settlement is \$40,000 (plus legal expenses) for issues like negligent hiring, maternity leave, overtime mistakes, CE reimbursement, unfair termination and more. There's **no small business exemption** for HR legal issues. The risk is the same whether you are a medical practice or Apple. That's why you need to be as prepared as even the largest companies.

## The Answer

Human resources solutions from Bent Ericksen & Associates deliver peace of mind and protection. With our affordable tools, you can hire smarter and manage employee issues more effectively, just as major companies do. We'll also keep you up-to-date with the latest labor regulations, government actions and court decisions that impact your practice.

Plus, with improved tools like crystal-clear job descriptions and customized employee policy manuals, there's no uncertainty over responsibilities, rules and best practices. Employees can focus on caring for patients and developing their careers in a safe, fair and secure work environment. And you can relax knowing your practice is protected.

## COMPREHENSIVE PROTECTION, AFFORDABLY PRICED

For a fraction of the cost of full-time human resources management, our HR Director Package delivers all the essentials, perfectly scaled and priced according to the size and requirements of your unique practice. You never pay for features and functions you don't need.

## WHAT'S INCLUDED

**Policy Manual:** Detailed, customized, state/federal-specific. We do the work drafting it, with feedback from you. When presented to your staff, the answer to every question is "Go look in the manual."

**Job Descriptions:** Comprehensive, meet Americans with Disabilities Act (ADA) requirements, and are written specifically for your medical practice. These make hiring and performance management easy.

**Personnel Forms:** Full set of HR forms, covering hiring to firing and everything in between. No more reinventing the wheel; simply grab a form whenever you need it.

**Compliance Alerts:** Provided automatically for you. Regulations and society change. Your HR materials need to keep up. We do that work for you with updates to any and all policies if state or federal laws change. Save time by not googling for answers late at night.

**HR Specialists:** Support you with guidance, advice, and answers to your questions. Our specialists take clients step-by-step through situations like hiring, firing, pregnancy leave, paying for continuing education, conducting performance reviews, etc.

Receive a **10% Discount** on the Initial Investment as Members of the Care Network.

HR Director Pricing Formula:		# of Employees	Annual Support
<b>Initial Setup</b>	\$2,850	1-14	\$645
	+	15-30	\$865
<b>Additional Locations</b>	\$995 per additional location	31-49	\$1,275
	+	50-99	\$1,725
<b>Annual Support</b>	see table $\longrightarrow$	100-249	\$2,755
	= Total Initial Fee	250-499	\$4,825
		500+	\$6,895

Ongoing support is billed at the Annual Support rates, starting in year 2.

\*PRICE INCREASE MARCH 31ST

## OPTIONAL AT EXTRA COST

- Drake P3 Assessments
- Policy Manual Reviews
- Bonus Plan Software

# Bundle Comparison

	Effortless Payroll	Efficient Technology	Modern Workplace
Setup Fee (One-Time)	\$150	\$350	\$550
Base/Month	\$135	\$165	\$265
Per Employee/Month (PEPM)	\$5	\$8	\$12

## Features

Payroll Processing	✓	✓	✓
Direct Deposit	✓	✓	✓
Bank Checks, Signing, and Sealing	✓	✓	✓
Remote Print Back	✓	✓	✓
Tax Service	✓	✓	✓
Employee Self-Service (ESS)	✓	✓	✓
Garnishments	✓	✓	✓
QuickBooks Online Integration	✓	✓	✓
New Hire Reporting	✓	✓	✓
Reporting and Analytics Dashboards	✓	✓	✓
E-Poster Update	✓	✓	✓
Impressions	✓	✓	✓
Community	✓	✓	✓
On Demand Payment*	✓	✓	✓
Compensation Management		✓	✓
Time-Off Accruals		✓	✓
Time and Labor		✓	✓
Expense Management Tool		✓	✓
Benefit Essentials		✓	✓
Enhanced HR		✓	✓
GL Desktop Integration		✓	✓
Recruiting (ATS)			✓
Onboarding			✓
Learning Management System (LMS)			✓
Performance Management			✓
Community Plus			✓
Employee Navigator			✓
Premium Video			✓
Compliance Dashboard			✓
Surveys			✓
E-Verify			✓

<b>W2 Base (Year-End)</b>	\$50.00
<b>W2 Per Employee (Year-End)</b>	\$7.00

**Employee Count:**  
**Setup Fee:**  
**Initial Fee:**  
**Monthly Fee:**

\*Must be salary or have T&L with Paylocity

## A La Carte

	<b>Setup Fee</b>	<b>Base Fee</b>	<b>Unit Fee</b>
Officer Only - Quarterly/Annual Payroll	\$210	\$52.50	-
Delivery	-	\$15	-
<b>Vendor Integrations:</b>	-	-	-
Workers Comp	\$105	\$40.00	-
Retirement	\$550	\$40.00	-
Benefits	\$1,950	\$55	-
<b>HR Edge</b>	-	-	\$7
<b>Garnishment Managed Service</b>	-	-	\$8
<b>Tax Registration – Per Agency</b>	\$200	-	-

**Employee Count:**

**Setup Fee:**

**Initial Fee:**

**Monthly Fee:**