

# The Road to Better Business

## Nextep and your large business

Transportation Intermediaries Association (TIA) is excited to introduce discounted PEO services through Nextep under the TIA Advantage Program. Nextep is a certified professional employer organization (CPEO)\* providing comprehensive HR, benefits, payroll, and risk & compliance solutions. We give you access to big-company benefits, accurate payroll, best-in-class technology, and friendly HR experts. Nextep helps you do what you do best: run your business.

While we offer our full range of services to every size of business, our team can tailor a plan to fit your specific needs. We know there are a lot of options to choose from, so we put together a selection of services that have helped our large clients thrive!

### Large Business Needs

There are a few common priorities among larger businesses: creating operational efficiencies, tracking performance, and having the right infrastructure to hire and retain top talent. There's a high demand for easy-to-use technology and accessible HR support to help manage a larger workforce.

Creating a recruiting, onboarding, and applicant tracking process can be a challenge for any organization, but it's especially challenging for those hiring frequently and trying to keep up with the demands of rapid growth.

### Nextep Solutions

We recommend having several medical plan options for employees, such as **traditional copay**, **EPO**, and **high-deductible health plans** with **health savings options** and **telehealth**. Most of our large clients pair medical plans with **dental** and **vision coverage** to round out their benefits options.

To take your benefits to the next level, many large clients also offer **long-term** and **short-term disability** plans, **term life** and **group whole life insurance**, **401(k) matching**, and ancillary benefits, such as **executive**, **ID theft**, **pet**, and/or **critical illness**.

Beyond benefits, Nextep provides you with instant HR infrastructure. Employees can **clock in and out**, access **W-2s**, and view **paystubs** in our streamlined **platform** and **mobile app**. We provide software with a service, which means you get our unbeatable technology with our humanized client support!

Nextep can also help you focus on **recruiting**, **screening**, and **retaining** top talent. Our **end-to-end HR** solution ensures your growing business has support through hiring and onboarding, tools for **performance management**, and the ability to **gather feedback** after employee departure.

\*The IRS does not endorse any particular certified professional employer organization. For more information on certified professional employer organizations, please visit [www.irs.gov](http://www.irs.gov).



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