

The Road to Better Business

Nextep and your mid-sized 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 mid-sized clients thrive!

Mid-sized Business Needs

As a mid-sized business, risk & compliance becomes more of a priority. Having more employees means there's more of a need for policy. As you grow, your business needs to implement a comprehensive benefits plan, create a handbook, and remain compliant with all state and federal laws.

Creating effective policies and remaining compliant with the latest regulations is time consuming. Keeping up with growth requires resources for finding, interviewing, and vetting qualified talent.

Nextep Solutions

For our mid-sized clients, the most effective health care solution is offering both **traditional copay** and **high-deductible health plans** with **health savings options**. Additionally, providing a **telehealth** option gives employees a cost-effective way to consult a doctor whenever they need it. Most of our mid-sized clients also offer **401(k) matching**, **short-term** and **long-term disability** plans, as well as **dental** and **vision coverage** to round out their benefits options.

Mid-sized businesses like yours also take advantage of our **recruiting**, **applicant tracking**, and **drug screening** services for potential employees. Nextep's HR experts can help you hire and retain top talent, giving you valuable time back to focus on running your business.

Nextep offers **risk & compliance services** to take the guesswork out of operating within the latest legal guidelines. As companies grow, so does the need to implement cohesive workplace policies. Our HR experts can help you with **handbook creation** and implementing the best policies for your business.

Our **end-to-end HR** solution ensures your growing business has the tools it needs for onboarding, benefits, and performance management.

*The IRS does not endorse any particular certified professional employer organization. For more information on certified professional employer organizations, please visit www.IRS.gov.



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www.nextep.com/services