

# The Road to Better Business

## Nextep and your small 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 smaller clients thrive!

### Small Business Needs

Across the board, we see common needs among small businesses: paying employees on time, obtaining affordable Fortune 500-style benefits, and handling complicated HR and compliance tasks. If you're a smaller company, offering benefit plans can be expensive, and manually tracking paid hours, vacation, and sick time is time-consuming and tedious. You need a one-stop shop for all of your HR and payroll needs!

### Nextep Solutions

For many small business clients, the most effective health care solution is to offer both **traditional copay** and **high-deductible health plans** with a **health savings option**. Having medical benefit plan options ensures your employees can choose a plan to best fit their family needs and budget.

Adding a **telehealth option** gives you the opportunity to offer health care that is both affordable and convenient. We recommend pairing your medical plan with **dental** and **vision coverage** to give your employees well-rounded benefits options.

Beyond benefit options, working with Nextep means administrative peace of mind, knowing your HR and payroll needs are taken care of by a team of experts. You can rest assured that your people will get paid on time, every time. Our experts are available to help you create a **benefit strategy**, **manage your employees**, **run payroll**, and offer **HR support** whenever you need it!

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

\*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).



For more information on getting a customized quote, visit  
[www.nextep.com/services](http://www.nextep.com/services)