



## We Help Country Clubs Thrive

Running a successful country club takes a lot of specialized experience, and keeping up with complex HR laws and payroll isn't a leisure activity. To stay ahead of the game, team up with FrankCrum, a professional employer organization (PEO) with the resources to help you easily and cost-effectively manage HR.

### Employer Solutions for Success

Your business success is enhanced by the expansive team you get with FrankCrum. Your employees enjoy access to a full set of benefits and HR tools that are usually only available through large companies. This helps you create a happier and more loyal workforce that is motivated to serve your customers. We offer these deep resources at a price much lower than doing things yourself.

### Allowing You To

- ✓ Save Time
- ✓ Boost Productivity
- ✓ Reduce Risk
- ✓ Focus on Your Customers
- ✓ Retain Talented Employees
- ✓ Lower Costs

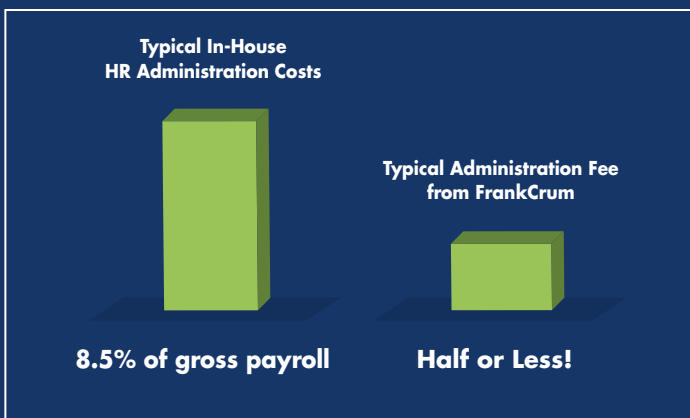
No matter the size of your business, FrankCrum can help relieve your administrative burden and create a happier, loyal workforce - focused on your customers.

## Here's What We Do

- ➔ **Workers' Compensation**  
with great rates and no down payments or audits through our own insurance provider: Frank Winston Crum Insurance
- ➔ **Group Benefits Plans and Administration**  
for health (including ACA-compliant MEC plans), dental, vision, life, disability, flexible spending accounts and 401K
- ➔ **Employment Practices Liability Insurance**  
policies with \$1M coverage for claims resulting from wrongful employee practices related to termination, discrimination and sexual harassment
- ➔ **Process Your Payroll**  
handle garnishments and enable your employees to access information anytime through an online self-service portal
- ➔ **File Employer and Employee Related Payroll Taxes**  
in each state where you operate (W-2s, FUTA, SUTA, Medicare, etc.)
- ➔ **Employee Policies and Procedures**  
help prevent employment-related lawsuits with our service, FrankAdvice
- ➔ **Help You Comply**  
with all the laws that apply to you as an employer such as FMLA, ADA, FLSA, etc.
- ➔ **Mitigate and Manage Risk of Lawsuits and Claims**  
with unique risks such as wildlife and excursion management, we provide country clubs with training for traditional and specialized areas
- ➔ **Handle Unemployment Claims**  
with a dedicated team of experts

## Curb Costs and Improve Performance

Small and medium-sized companies typically incur more cost per employee than larger companies on HR administration and compliance. That's primarily because of economies of scale. Large companies can spread the cost of HR administration and compliance across a larger pool of employees, plus they have specialized resources to implement sound HR policies and safe working practices. By outsourcing to FrankCrum, we give you the advantages of larger company scale, at a fraction of the cost.



## You get a Powerful Team

When you partner with FrankCrum, you have a dedicated team of experienced specialists and customer service professionals who work for you. This instantly expands your capabilities in Payroll, Safety/Compliance, Claims, Benefits, Employment Best-Practices, and Health Care Reform.

## You're In Control

Business owners maintain control of all the strategic aspects of your business and your people. FrankCrum relieves you from administrative burdens as an employer, while contributing to your success by offering advice and guidance.

FrankCrum helps country clubs and golf courses deal with human resources, employee benefits, payroll, risk management, and workers' compensation. They tell us we help them to reduce labor costs and liability, while maximizing their employee productivity which increases their bottom-line profitability.

**Sarah Tupper**

VP OF INTERNAL SALES / FRANKCRUM

## Become Part of the FrankCrum Family

FrankCrum has more than 30 years of experience serving employers nationwide. Our affiliate Frank Winston Crum Insurance Company is a workers' compensation insurance carrier. Your claims are also our claims; so we are invested in creating a solid, low-risk foundation for your business. Integrity permeates our family culture, and we enthusiastically foster a strong and productive relationship between you, your employees and your customers.



**Call today for a free quote and consultation**

• Business Consultant