

HOW WE SERVE THE HOSPITALITY INDUSTRY

HR Support on a Silver Platter

The hospitality industry has its unique challenges. Service providers, such as hotels and restaurants, rely on their staff to provide a great guest experience, yet many struggle to keep turnover at bay. Plus, the fast-paced daily grind makes it difficult to find time to focus on the business.

FrankCrum can help. Whether you manage a single unit or a multi-state franchise, we can help reduce your workload and make you a great employer.

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

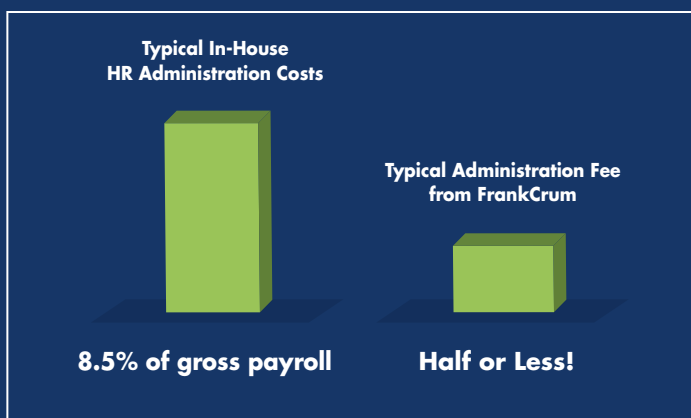
No matter the size of your business, FrankCrum can help relieve your administrative burden and create a happier, loyal workforce - focused on your customers.

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.

One of the nice things about working with FrankCrum is that they listen. They listen to what I have to say and they'll make suggestions, and they'll work with me to find a solution.

Sam Weiss
Anthony's Coal Fired Pizza

Become Part of the FrankCrum Family

FrankCrum has more than 40 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.

Contact your FrankCrum representative for a **FREE** consultation and quote.