

# **BBSI**

*PEOPLE, PROCESS,  
AND PROSPERITY  
FOR YOUR BUSINESS.*

## **REFERRAL PARTNER PROGRAM**



## BBSI REFERRAL PARTNER PROGRAM

When you partner with BBSI, you're introducing your clients to a seasoned team of professionals whose focus is on their long-term success – adding value to your service offering and longevity to your book.

We look for partners who share our dedication to seeing our mutual clients succeed. Just as we do with our clients, we want to understand your business. Together, we can add value to our mutual clients beyond what we could each do on our own. To help foster these ongoing relationships, we offer a scalable paid referral program, where you are rewarded based on volume of referrals, client retention, and growth.

***We look for partners who share our dedication to seeing our clients succeed.***



# BBSI TEAM

Our people are our product.



## BUSINESS PARTNER

The Business Partner is your point person on the BBSI Business Unit Team. It's their job to develop a deep understanding of your business. They help the team channel their efforts into a tangible roadmap to positively impact your business.



## HUMAN RESOURCES CONSULTANT

The HR Consultant's priority is understanding your business's most important resource – its people. They will determine if you have the motivated people you need to run your company and reach your business goals.



## PAYROLL SPECIALIST

As businesses grow and scale, compensation and payroll become some of the most challenging areas to manage. BBSI's dedicated payroll professionals have years of experience processing payroll for businesses of different sizes, industries, and multiple employee classifications. The Payroll Specialist's priority is to document your payroll processes, evaluate how efficient and productive they are in practice, and support changes to gain efficiencies and limit mistakes.



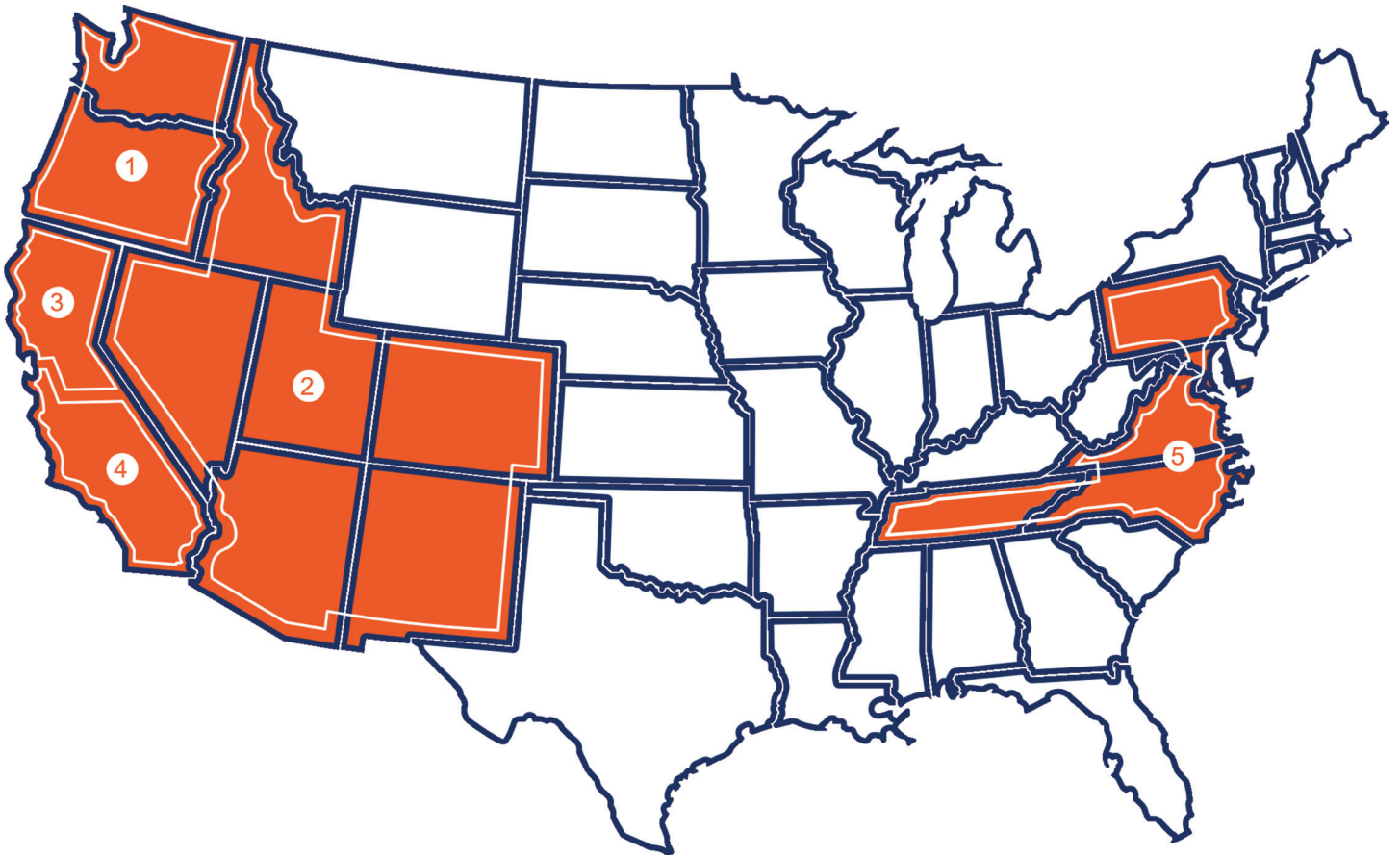
## RISK & SAFETY CONSULTANT

Businesses that have gone years without an increase in their workers' comp claim frequency and premium costs have to start asking themselves whether they are good at managing risk, or if they are just lucky. The Risk & Safety Consultant specializes in combining their expertise in risk management practices with practical business acumen so you don't have to leave your employee's safety up to chance.

With a client retention rate of over 90%, local branches within 50 miles of your business, and the stability and purchasing power of a \$6B publicly traded company, BBSI will support your growth and bring your vision to life.

## LOCATIONS

One of BBSI's core differentiators in the market is our local, hands-on approach with our clients. Because of this, we typically place a client's business with the closest BBSI branch. Here is how BBSI's footprint aligns with your footprint.\*



\*BBSI is PEO licensed in all 50 states to support your business needs.

# BBSI SALES MANAGEMENT PROCESS

## 1. LEAD

Referral partner provides BBSI with submission or referral for potential client

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## 2. DISCOVERY MEETING

**Who will be meeting:** Partner, BDM/AM/BP, and Client

**Objective:** To gain perspective on the business and understanding of the owner's objectives

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## 3. ALIGNMENT MEETING

**Who will be meeting:** BDM/AM/BP, Client Operations Team, Business Unit, Partner optional

**Objective:** Gather enough information to conduct underwriting and business assessment, and develop a proposal

**Collect:**

- Payroll/hourly rates by code
  - WC Policy
  - 3-year loss runs
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## 4. PROPOSAL AND CONTRACT

**Who will be meeting:** BDM/AM/BP, Business Unit, Business Owner and Client Operations Team, Partner optional

**Objective:** Review proposal

- Proposal presentation
  - Review pricing
  - Review or discuss implementation calendar
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*At BBSI, we want you to be as involved in as little or as much as you want to be.*



# COMMISSION STRUCTURE

When you partner with BBSI, you're introducing your clients to a seasoned team of professionals whose focus is on their long-term success – adding value to your service offering and longevity to your book. To help foster these ongoing relationships, we offer a scalable paid referral program, where you are rewarded based on volume of referrals, client retention, and growth. BBSI will continue to pay these referral fees to our referral partner for as long as we have the Referred Party.

## Designed to Scale Up

We believe in a competitive commission structure which is why our unique program is designed to scale up as we grow together. Your commission percentage increases with the number and size of referrals who become BBSI clients.

### **P5** Commission Structure with Workers' Comp

Payroll of Client(s) booked with BBSI	Payout percentage*
\$0 to 10M	10.0%
\$10 to 20M	10.5%
\$20 to 30M	11.0%
\$30 to 50M	11.5%
\$50 to 100M	12.5%
\$100+M	13.0%

\*Percent of workers' compensation premium

### **P4** Commission Structure without Worker's Comp

BBSI will pay referral fees of 10% on BBSI's expected margin for new business referrals. Referral fees are paid monthly and calculated on a per check basis\*.

#### Example:

BBSI annual margin = \$10,000

Referral fee is 10% of margin or in this case \$1,000 annually

Client has ten employees and issues payroll twice a month

- 24 pay periods annually
- 10 employees x 24 pay periods = 240 checks
- $\$1,000.00 / 240 = \$4.17$  per check or  $\$41.67$  per pay period equaling  $\$83.34$  per month

\*The number of paychecks may vary from pay period to pay period depending on the number of employees on the payroll.