



## FREQUENTLY ASKED QUESTIONS

### WHAT IS A PEO?

A Professional Employer Organization (PEO) is a business entity that provides Human Resources services on an outsourced basis through the use of a co-employment relationship with its client companies.

### WHAT IS CO-EMPLOYMENT?

In a co-employment relationship, the PEO acts as the administrative employer and the client acts as the worksite employer. The employer maintains control of the business and is in charge of all business decision making including employee supervision and staffing decisions. The PEO handles the time-consuming administrative tasks associated with the employment relationship. This includes human resources services, payroll administration, employee benefits and risk management.

### WHAT TYPES OF COMPANIES USE PEOs?

Companies in virtually every industry use the services provided by a PEO. Any company interested in trying to improve its performance in an increasingly competitive marketplace should consider partnering with a PEO.

### HOW WILL MY BUSINESS BENEFIT FROM A RELATIONSHIP WITH OASIS OUTSOURCING?

When you partner with Oasis Outsourcing, you are better positioned to:

- **Focus on Your Core Business** – Remove non-revenue producing tasks and spend more time on what counts: developing and retaining customers.
- **Lower Expenses and Increase Profits** – Outsource your human resources, benefits and payroll administrative tasks to a provider who has economies of scale and broad expertise.
- **Become an Employer of Choice** – Provide world-class benefit programs that enable you to attract and retain great employees.
- **Maintain Peace of Mind** – Protect your business and ensure legal compliance with improved risk management, safety support, training and claims processing services.

### DOES OASIS OUTSOURCING HAVE TO PROCESS THE PAYROLL?

Yes. Paying wages is an essential component of the co-employment relationship. Without this component Oasis Outsourcing would not be able to provide workers' compensation, health benefits and various other services that rely upon the co-employment relationship's existence. Employers provide the salary and hours for each worksite employee and Oasis Outsourcing processes the payroll with your imprinted company name on each check. We also file all payroll-related taxes and reports.

### WILL WE LOSE OUR COMPANY RELATIONSHIP WITH OUR EMPLOYEES?

No. The management relationship that you have with your employees will continue. Oasis Outsourcing supports the employment relationship with your employees by helping you to offer improved HR-related products and services.



## OASIS OUTSOURCING OFFERS A WEALTH OF PRODUCTS AND SERVICES. DO I HAVE TO BUY ALL OF THEM? CAN I ONLY USE AND PAY FOR THOSE SERVICES I NEED?

Virtually all products and services offered by Oasis Outsourcing are included at no additional cost as part of the Service Agreement. Additional services are offered on an á la carte basis. This allows us to create a customized plan specific to your needs. You can choose as many of these additional services as you need and only pay for the ones that you use.

## WILL WE BE LOCKED INTO A CONTRACT?

No. The Oasis Outsourcing Service Agreement provides for a mutually beneficial working relationship between our companies. It may be discontinued at any time with a 30-day written notice.

## WHAT ARE RECENT EXAMPLES OF “INNOVATIVE WORKFORCE SOLUTIONS” THAT OASIS OUTSOURCING HAS MADE AVAILABLE TO THEIR CLIENTS?

Oasis Outsourcing was one of the first PEOs to provide Health Savings Accounts and Roth 401(k) plans to its clients and worksite employees. We are also the first PEO to offer WellCall Health Management, which provides personalized preventive health and wellness coaching, education and referral services for employees.

## HOW DOES OASIS OUTSOURCING HELP ME RECRUIT THE BEST EMPLOYEES AND REDUCE TURNOVER?

By providing a comprehensive benefits plan, Oasis Outsourcing gives employers the opportunity to attract better employees, retain existing employees, compete with larger employers and become an employer of choice. We also provide a professional staffing group which provides access to discounted professional recruiting services.

## WHO OWNS OASIS OUTSOURCING?

Oasis Outsourcing was formed in 1996 as a subsidiary of The Wackenhut Corporation. Currently, our lead investor is Nautic Partners, LLC, a private equity firm with more than \$2.3 billion of capital under management. Nautic Partners is the independent successor to Fleet Equity Partners, the private equity investment unit of Fleet Financial Group. Substantial investment also comes from Prudential Capital Partners, a leading mezzanine investment firm sponsored by Prudential Capital Group, one of the largest managers of private, fixed-income securities in the United States.

With annual revenues exceeding \$2 billion and serving over 80,000 employees throughout the United States, Oasis Outsourcing is a global leader in the PEO industry. The breadth of our experience ensures that you are serviced by a financially stable company with the expertise to fulfill your company's needs.

**Oasis Outsourcing**