

American Incite, Inc.

strategic talent acquisition & team alignment



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American Incite, Inc. Contract Staffing Solutions for Today's Market

Optimize talent outcomes with Contract Staffing services. Our solutions are designed to meet common situations that enterprises encounter in today's business talent environment. We provide a reliable single source for all your staffing needs.

American Incite contract back-office solution will be your main point of contact for all of your contract recruiting needs. There are a number of circumstances where our Contract Staffing services are particularly attractive. Some of those situations could include:

- ✚ Hiring freezes that prohibits you from hiring someone !
- ✚ Deadlines for special project that you need completed !
- ✚ Reducing tax risks associated with 1099 independent contractors !
- ✚ Evaluating potential permanent employee skills prior to offering direct employment !
- ✚ Avoid layoffs and the bad press that can be associated with reducing staff !
- ✚ And many more !

Whatever your needs: from: contract-to-direct conversions; 1099 to W2 conversions; payrolling services; or retiree re-staffing, American Incite can help you by: reducing Employment Costs; increasing Staffing Flexibility; enabling Sole-Source Staffing ability; providing Temp-to-Direct Conversions, aka Try-Before-You-Buy, to insure job fit; and by helping you maintain Budget Controls.

Our process is extremely easy!

Once you select a contract candidate, your involvement in the weekly process is extremely easy! Our support team will finalize the employment contracts and handle all of the financial and administrative issues. You authorize billing by signing a weekly timesheet for the contractor and then pay an invoice. Our back-office will handle all the employment paperwork, payroll, taxes, unemployment, workers' compensation, background checking, benefits, etc.

Client, Risk Management Benefits

In today's business environment, risk mitigation is essential. The back-office solution provider carries a comprehensive package of insurance coverage providing that added layer of protection that should be a requirement for every contract placement at your facility. The coverage includes:

- ✓ Commercial General Liability: \$1,000,000 per occurrence; \$3,000,000 in the aggregate
- ✓ Professional Liability: \$1,000,000 per occurrence; \$3,000,000 in the aggregate
- ✓ Commercial Excess Liability: \$5,000,000 combined single limits
- ✓ Hired/Non-Owned Auto Liability: \$1,000,000 combined single limits
- ✓ Employee Dishonesty Bonding: \$1,000,000 combined single limits
- ✓ Employers' Practices Liability: \$1,000,000
- ✓ Employee Forgery Bonding: \$25,000

Additional Client Benefits

By combining our recruiting skills with the back-office services we can provide full-service staffing and unsurpassed value to you, our client. Here are some of the benefits you can expect:

- ✓ No workers' compensation exposure or claims
- ✓ No employee benefits costs for medical, dental, vision, life, and 401(k)
- ✓ No added expense for holidays, vacations, sick time, etc.
- ✓ No administrative costs for hiring and processing new employment paperwork
- ✓ No administration costs associated with payroll withholdings, filings, and reportings
- ✓ Minimized risk of IRS and state audits because of worker misclassification
- ✓ Match staffing levels to your workload and project requirements
- ✓ Quick hiring process vs. lengthy direct placement cycle
- ✓ Option to terminate contract placement at any time
- ✓ Acquire needed resources through a standard purchase order versus capital budget
- ✓ Decrease the number of staffing/ recruiting vendors
- ✓ Simplify invoice payment processing
- ✓ One-stop shopping for all your staffing needs
- ✓ Interview and assess the real skills during the contract period
- ✓ Evaluate how the candidate fits your corporate culture
- ✓ Accelerate the pace at which projects reach completion
- ✓ Secure labor needed for projects through a purchase order
- ✓ Eliminate unnecessary overhead

Contractor Benefits...promoting retention

Our clients enjoy greater employee retention because our back-office solution provider offers quality benefits to our contractors. As the legal W-2 employer of record for contractors, our back-office provider pays the contract employees on a weekly basis and also offers a number of benefits that include:

- ✓ Health insurance
- ✓ Dental insurance
- ✓ Vision insurance
- ✓ Life insurance
- ✓ Accidental death (and dismemberment insurance)
- ✓ 401(k) savings plan