



Managing your Contingent Workforce

Companies are facing unprecedented challenges to achieve more with less given the current business environment. As a result, these same companies are using contract workers more than ever before to supplement their existing workforce. Contractor services give companies the flexibility to adapt to the rapidly changing business environment, while significantly reducing the costs of full-time employment. These highly qualified contract workers provide specialized services on a project-oriented basis and typically cost 30% less than a full-time employee. As the trend toward contractor employment continues to grow, companies are looking for ways to reduce the administrative costs and avoid potential liabilities of using contractor services.

Synergy Services Corporation is a leading provider of contractor payroll services. Synergy allows companies to choose workers without hiring or retaining them as regular permanent employees. Your company recommends the person and the pay rate. Synergy takes care of the rest. We take full responsibility for payroll administration, claims and optional contractor benefits. By subscribing to Synergy Services, companies:

- Reduce overall staffing costs
- Eliminate the legal liabilities of worker misclassification
- Increase staffing flexibility

Because Synergy offers only contractor payroll services without expensive recruitment fees, we are able to directly pass along the additional savings to you, the client.

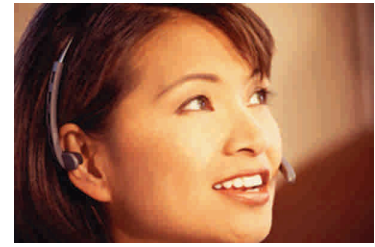
Synergy Services offers two flexible options to meet your company's specific contractor payroll needs

Managed W-2 Service is a full service contractor payroll option for companies who want Synergy to become the legal W-2 Employer of Record for contract employees. As the employer of record, Synergy automatically deducts the necessary taxes from the contractor's paycheck including Social Security, Medicare, Federal, State and local taxes. In addition, Synergy covers the contractor with Workers Compensation and unemployment insurances.

1099 Service is a flow through service where Synergy becomes the Agency of Record, thereby not deducting the necessary taxes from the contractor's paycheck. This Service provides the employer protection against contractor misclassification issues while reducing the administrative costs of dealing directly with multiple independent contractors.



By entering in to a relationship with Synergy, Companies realize the following benefits:



Reduce and Control Costs

There are obvious staffing cost savings to contract employment as companies eliminate certain taxes, benefits, office equipment and insurance premiums. By engaging in a relationship with Synergy, companies also reduce the costs of administration by entering in to a direct relationship with Synergy rather than individually contracting with each independent contractor. The client simply enters in to a single contract with Synergy and receives one consolidated report on a bi-weekly basis. Synergy in turn does all the rest. By working directly with Synergy, the client maintains control over the use of contractors through a single point of contact.

Avoid Employer Liability and Risk

Companies who choose to have a direct employment relationship with their contract workers constantly run the risk of having their contractors misclassified through an IRS audit. The consequences of this type of

employment relationship can lead to extraordinary costs on back taxes and penalties imposed on the company. With Synergy Services, contractors become employees of Synergy and no longer have a direct relationship with the company. This protects our clients from misclassification of contract employees.

Flexible Staffing and Administration

Synergy maintains a flexible relationship with its clients as their needs change. Clients can increase or decrease the number of contractors to meet their business requirements. In addition, clients may elect to hire a Synergy contractor on a full-time basis. The Synergy business model is designed to maximize the flexibility of employment options to the benefit of each company that enters in to a relationship with Synergy Services.



Partnering with Synergy Services Takes Five Easy Steps

- 1 Company recommends a contractor
- 2 Company sets a pay rate and any other special compensation factors.
- 3 If Synergy accepts the contractor, the company will receive one bi-weekly invoice for all payrolled hours
- 4 Company and contractor set work agenda
- 5 Company determines when assignment is complete.

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