



# HOW BBSI SUPPORTS CONSTRUCTION COMPANIES

At BBSI, our Business Unit teams offer years of experience working with construction businesses of all sizes. We understand the responsibilities and risks contractors face both on and off the job site. Our professionals help construction companies maximize profits by streamlining operations and tactically managing risk.



It's no surprise that construction is a demanding industry for both business owners and crew members. **According to USA Today**, workers within the construction industry perform some of the most dangerous jobs in the country. Not only are there serious risks every time someone steps onto a job site, but owners and managers find it challenging to keep up with the day-to-day. They juggle schedule compliance, administrative tasks, employee management, and other regulatory requirements.

## HOW BBSI CAN HELP

### OSHA AND REGULATION COMPLIANCE

Staying relevant in the industry is difficult because of never-ending regulatory changes, which can often result in information overload for business owners. As a result, construction companies may struggle to stay updated and compliant with standards. If a construction firm falls out of compliance and OSHA deems it an unsafe workplace, the agency may bar the company from new bid opportunities.

BBSI offers an OSHA toolbox and industry professionals to create personalized training programs, conduct physical and administrative auditing services, and advise on how to correct potential violations before a real OSHA audit occurs.

### ILLNESS AND INJURY PREVENTION

Injury prevention strategies and safety programs vary between residential and commercial construction because of the differing conditions at the job sites.

BBSI helps implement highly relevant, industry standard safety protocols based on regulatory requirements and contractor's ongoing activities and equipment usage. Our Business Unit team also integrates illness and injury prevention programs to help minimize risk and financial burden. Creating safety programs around a business' unique needs satisfies regulatory requirements and gives managers and crew members peace of mind knowing they are in a safe work environment.

### BUSINESS AND SUCCESSION PLANNING

One common challenge for small, family-owned construction companies is they often don't have enough time or resources to develop a longterm vision. Smaller companies tend to lack infrastructure, technology knowledge, and the right job costing software or project management tools.

BBSI brings full-service business consulting and planning, including strategy sessions with owners to help them outline and plan for their future goals. In addition, the BBSI Business Unit operates as an extension of a business, helping owners design roadmaps to close knowledge and technology gaps.

### FINANCIAL STRATEGY

On-site demands keep contractors occupied all hours of the day, so business owners don't have time to look into financial support opportunities, such as tax credit programs.

BBSI Business Partners can help identify these tax credits and other programs, such as the Paycheck Protection Program (PPP) and the Employee Retention Tax Credit (ERTC). Our team brings awareness to available options and helps each business owner determine eligibility. These financial strategies, paired with the right process efficiencies, create runways for future growth and opportunity.

# WHY BBSI?

BBSI (NASDAQ: BBSI) is one of the largest Professional Employer Organizations (PEO) in the US and a leading provider of business management solutions nationwide. BBSI's local professionals help businesses of all sizes grow revenue, increase efficiency, mitigate risk, and scale profitably.

## BUSINESS PARTNER

It's their job to develop a deep understanding of a business. Through the Business Partner, the rest of the team channels their efforts into a tangible roadmap that will have a positive impact on the company's business.

## HR CONSULTANT

Their priority is understanding a business's most important resource — its people. What is their value to the business? Does the company have an uninspired workforce that necessitates constant oversight? Or, do they have quality people that run the show and consistently look to grow and expand their skill sets to help the company reach its goals?

## RISK CONSULTANT

Businesses that have gone years without an increase in their workers' comp claim frequency and premium costs have to ask themselves whether they are good at managing risk, or if they are just lucky. Risk Consultants specialize 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.

## 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 construction companies of all sizes. Their priority is to document payroll processes (time clock management, time cards, spreadsheets, etc.), evaluate productivity, and support changes to gain efficiency and limit mistakes.

## RECRUITING SPECIALIST

The Recruiting Specialist is in charge of matching the available talent pool to the right organization based on need and cultural fit. They work with business owners to narrow down exactly what type of employees their company needs. The Recruiting Specialist is essential to business owners preparing to scale, as they can consult on organizational structure.

## BENEFITS CONSULTANT

The Benefits Consultant is dedicated to helping business owners launch and optimize health benefits for their employees. In a world where navigating healthcare options and benefits can be daunting, the Benefits Consultant acts as a professional guide, helping business owners make informed decisions and improve employee well-being.



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

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