



HOW BBSI SUPPORTS FRANCHISE BUSINESSES

BBSI has years of experience consulting with franchise clients, and helping franchisors and franchisees navigate the ever-changing conditions they face. We pair all of our clients with an experienced Business Unit Team to help them manage risk, implement consistent HR practices, streamline operations, and position their company for growth.

While the focus for franchisors and franchisees is often on brand awareness and customer service, it's equally important to understand how to run the administrative side of the business and manage their most important asset — people. Challenges in risk and safety, HR compliance, and management training often limit a franchise's ability to expand its reach.

HOW BBSI HELPS FRANCHISEES

LONG-TERM PEOPLE PLANNING

As a franchise owner, it's important to take a comprehensive look at the future of your franchise to ensure its continued operation. BBSI's Business Unit Teams help facilitate the succession planning process for franchisees, ensuring the franchise has dedicated employees who possess the passion and knowledge to continue the lifecycle of the business. They will also revisit succession and growth plans to help the franchise stay on track, and offer advice for developing and managing talent. Long-term people planning and embracing existing talent means creating a clear path forward for your company.

OWNER TRAINING AND EDUCATION

Franchise owners often start their business because they have a passion and enjoy the freedom of working for themselves. However, they don't always begin with the knowledge necessary to successfully manage every aspect

of the business. As business grows, it quickly becomes critical for franchise owners to understand their knowledge gaps and engage in training to grow their skillsets. When BBSI partners with a franchise owner, they help identify their strengths and weaknesses to pinpoint areas where they need development, and areas where their BBSI Business Unit Team can take work off of their plate.

HEALTH INSURANCE

During the growth of a business, there comes a time when owners must consider offering health benefits to their workforce. BBSI offers a wide range of health benefits that aren't available to the traditional small group market. Employees will have access to premium healthcare plans and industry-leading provider networks, local pharmacies, and clinical care programs. They will also have access to a host of best-in-class ancillary benefits available to support employees throughout their tenure with the business.

HOW BBSI HELPS FRANCHISORS

PROCESS DOCUMENTATION

Most franchisors have mastered the art of teaching their franchisees how to market their brand and offer a consistent product or service. However, they don't always have standard operating procedures (SOPs) for how their franchisees should manage the people and process side of the business, such as labor law compliance, payroll, workers' compensation claims, and more. BBSI has a strong track record of helping franchise business owners document critical operating procedures that can streamline operations in accordance with company standards. This support often leads to more successful franchise owners, additional franchise locations, and sustainable financial growth.

STAFFING AND RETENTION

Franchise growth is not possible without any business's greatest asset – its people. Without employees, a business can't operate. Labor shortages can cause staffing and retention issues across industries, forcing businesses to cut back hours, and decrease profit margins. Having professional support to help with strategic recruiting, retention plans, and interview training helps franchisees hire and retain quality people. When you hire quality employees and train them appropriately, they tend to stay with the business and contribute to long term growth.

HR, STATE, AND LOCAL REGULATIONS

Consulting with an HR professional can help navigate and comply with employment laws and regulations, preventing costly litigation and penalties. BBSI's HR Consultants will help implement the right policies and practices to manage risk and liability. They'll also provide guidance, training, and assist with the overall development of best-in-class HR practices, keeping franchise operations running smoothly.

SAFETY CULTURE AND RISK MITIGATION

Working conditions are constantly changing, and businesses must prioritize employee safety. Failing to do so can result in hefty fines and penalties that can ultimately shut down a franchise. BBSI Risk Managers will observe and

recommend changes to business operations and support the creation of a positive safety culture, limiting frequent workers' compensation claims, and providing options to get injured employees back to work faster.

SUPPORT FOR EMERGING BRANDS

With BBSI, franchisors get access to our full Business Unit Team, which includes an experienced Business Partner who will help guide and advise on future expansion. Emerging brands, or franchises with less than 20 locations, may struggle with growth compared to established franchises. Business Partners are able to look at the franchisor's business holistically and create a blueprint for growth, outlining opportunities and objectives for critical areas like finance and profit, people and culture, products and services, and risk and safety.



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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