



# HOW BBSI SUPPORTS LANDSCAPING COMPANIES

**BBSI helps landscaping companies keep up with the industry's ever-evolving standards and challenges. Our skilled Business Unit team brings decades of experience that helps business owners navigate important business decisions and create a robust bottom line by helping them manage risk and streamline their operations.**

**Landscaping contractors of all sizes face unique working conditions, challenging projects, and strategic planning requirements to keep up with ongoing industry demands. As owners and managers try to keep up with project logistics, it's easy to overlook new protocols or regulations that affect business operations.**

## HOW BBSI CAN HELP

### ATTRACTING & RETAINING TALENT

The current labor shortage makes it challenging for landscaping contractors to staff their crews. Difficult work and demanding conditions result in wear and tear on the body and often contribute to high turnover. Landscaping businesses also face the challenge of attracting new talent as they compete with indoor service jobs that offer higher pay, signing bonuses, and indoor amenities like air conditioning and lunch rooms. BBSI creates customized HR recruiting strategies, helps develop perk packages to attract better employees, and provides leadership training to bring quality talent to each team.

### RISK MITIGATION

Landscaping work has **higher-than-average rates** for both nonfatal and fatal injuries because of the harsh working conditions and use of heavy equipment. As a result, owners often carry high workers' compensation costs and face lengthy injury claims that can last months or years. It's critical to take a proactive approach to risk mitigation, as forward-thinking practices will help avoid accidents and cumulative trauma, like back and joint pain. BBSI offers full risk mitigation support including heat and injury prevention programs, physical lifting and safety best practices, and trend analysis to tailor training based on safety data.

### BILINGUAL SUPPORT

Many employees in the landscaping industry speak Spanish, often resulting in language barriers and miscommunications between management and labor workers. Crews often need bilingual supervisors and leadership teams to organize and coordinate work efforts, making Spanish-speaking training opportunities essential to ensuring safety on the job. BBSI provides businesses with bilingual support, including compliance and tailored training to meet standard language requirements.

### GENERATE & PROTECT PROFIT

Profit margins are shrinking in the landscaping industry. Many landscaping businesses must front labor costs before getting paid, resulting in cash flow issues. Professional landscapers also contend with unlicensed, and often cheaper contractors, so as labor and supply costs go up, owners settle for lower profits to avoid losing contracts. Additionally, business owners get stuck in day-to-day operations because of high turnover, employee injuries, and invoice collections. BBSI offers training for team leaders, so owners can get out of the trenches and focus on other priorities. The BBSI team will also help owners generate competitive growth strategies and create a long term strategy, including succession planning and growth initiatives.

# 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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