



HOW BBSI SUPPORTS RESTORATION COMPANIES

BBSI has years of experience helping companies in the restoration industry overcome common problems that arise in dangerous and uncertain working conditions. Not only can we support companies across multiple states and jurisdictions, we also support our clients with a local, knowledgeable Business Unit team who can assist with operational efficiency and risk management.



Business owners in the restoration industry spend their days dealing with emergency cleanup along with the unique challenges and safety issues their crews face on each new job. Busy schedules and overworked staff members make it hard for restoration teams to stay proactive with risk management and employee oversight.

BBSI IS HERE TO HELP

ATTRACTING & RETAINING TOP TALENT

Restoration is a competitive industry, making it hard to find and retain employees who can create a positive experience with each customer. When homeowners have the power to choose the contractor they want to hire, the personality of customer-facing employees is the key to turning potential clients into paying customers. BBSI offers targeted recruiting and pre-placement screening to help restoration companies connect with candidates who bring both technical know-how and customer service experience.

SAFETY

Workers' comp claims for jobsite falls in 2020 cost **\$2.5 billion**. Working conditions constantly change, and restoration teams get exposed to hazardous conditions daily. Crew safety is critical, making it vital for restoration companies to hire experienced team members, and provide PPE and comprehensive safety training. BBSI acts as a safety champion, partnering with business owners and employees to help them shift their company culture to one that prioritizes safety. In addition to on-site safety training, mock audits,

and support for OSHA regulation compliance, BBSI's large network can connect companies with PPE suppliers to guarantee they have access to the safety equipment they need.

WAGE & PAYROLL COMPLIANCE

Ensuring each team member receives the correct pay according to state regulations is critical for staying compliant and avoiding hefty penalties. BBSI gives every client a payroll specialist, helping restoration companies avoid penalties and potential risk related to wage and payroll issues. BBSI's proprietary payroll technology, myBBSI, allows field employees to log hours and breaks from their smartphones. Other services include tools for tracking mileage, reimbursements, and employee documentation.

WORKERS' COMPENSATION

BBSI's unique workers' compensation program gives restoration companies the ability to obtain coverage across multiple states and jurisdictions. The program is also built on a pay-as-you-go model, allowing for premium and class code adjustments within pay periods throughout the year.

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.



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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