

WEBINAR SERIES

Hire and Retain Today's Top Talent and Employee Retention Credit Updates

June 30, 2021



PrestigePEO Webinar

Guest Speakers & Panelist



WEBINAR HOST

Melissa Yannalfo

Client Success Specialist
PrestigePEO



Andy Lubash

Speaker

Founder & CEO
PrestigePEO



Ryan Souza

Speaker

Strategic Alliance Manager
JazzHR



Carol Sawyer

Speaker

Controller
PrestigePEO

PrestigePEO Webinar

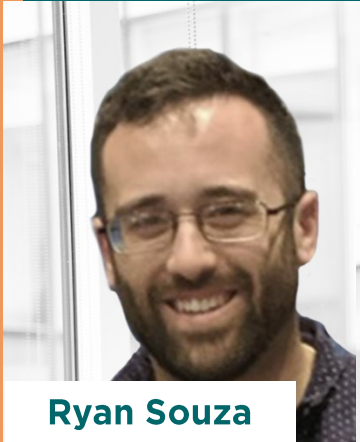
Today's Presenters



Andy Lubash



Melissa Yannalfo



Ryan Souza



Carol Sawyer

Andy Lubash, Founder & CEO - Presenter

As a founding partner and principal at PrestigePEO, Andrew is fundamental in promoting the PrestigePEO brand, negotiating employee benefit plan renewals, providing guidance on Workers' Compensation and EPLI renewals, and managing the PrestigePEO 401(k) plan.

Melissa Yannalfo, Client Success Specialist - Host

Melissa Yannalfo is the Client Success Specialist at PrestigePEO. Melissa has an extensive background in account management with a focus on Human Resources and has a dedicated focus on the client experience through a holistic approach to the PEO Service Model. Melissa has been with Prestige for 3 years.

Ryan Souza, Strategic Alliance Manager - Presenter

Ryan Souza is the Senior Strategic Alliance Manager at JazzHR. Ryan has an extensive background in Channel Partnerships and has been in the HR Tech space for 3 and a half years. Ryan and the JazzHR team are experts in the SMB talent acquisition sector.

Carol Sawyer, Controller - Presenter

Carol Sawyer, Controller at PrestigePEO, is our resident tax expert. She understands the implications of all tax-related legislation on employers (including the FFCRA, CARES Act, PPPFA, and CAA) and works to communicate them with each of our clients. She spends much of her time addressing concerns around tax credits and helping our clients maximize the benefits available to them through federal relief programs. Carol also oversees the accounting department here at PrestigePEO.

Today's Agenda

- Trend
- Strategy & Tactics
- Into Action
- 2020 Employee Retention Tax Credit (ERTC)

Webinar Forum

All participants are muted.

Please type questions in the side navigation panel and we will try to address most questions during today's session.

Today's presentation will be posted online at prestigepeo.com/blogs/



JazzHRTM

JazzHR

JazzHR is a powerful, affordable, user-friendly recruiting solution to help small and growing businesses find and hire the right talent, fast.

8,500+ Customers rely on JazzHR to help them source, screen and hire

700,000+ Employees hired by JazzHR customers

25+ Partnerships with leading candidate sources



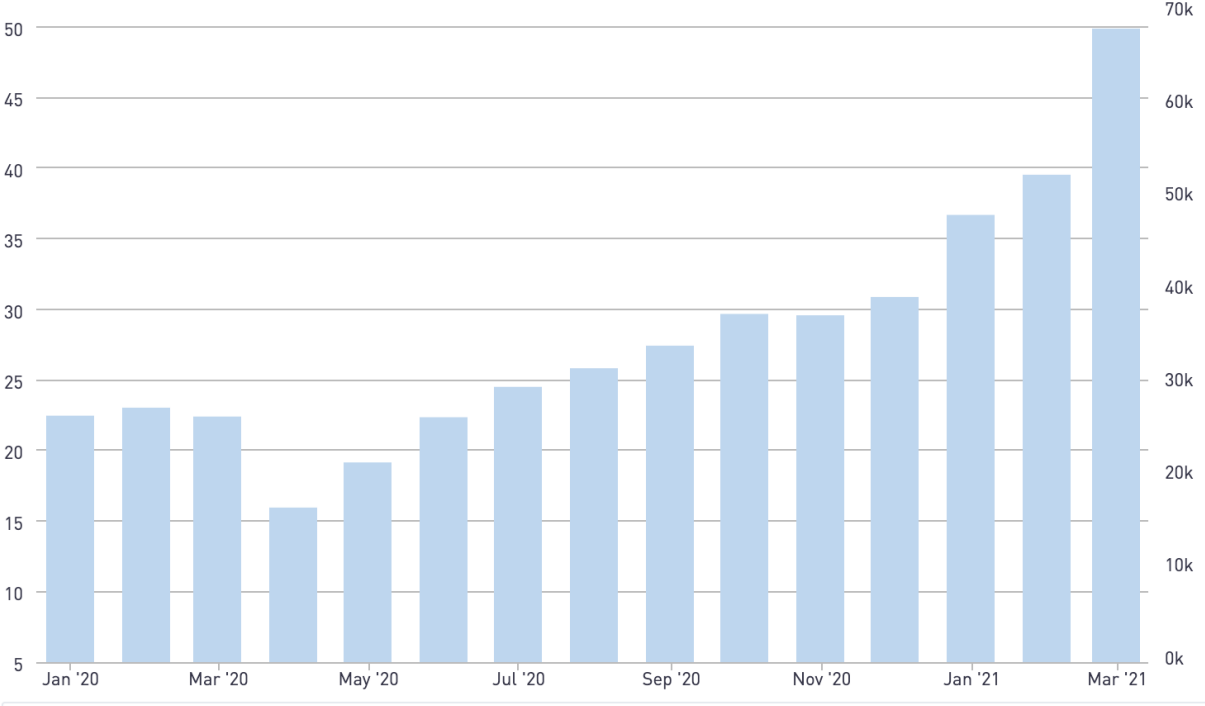
TREND #1

NUMBER OF JOBS POSTED CONTINUES TO INCREASE, ALONG WITH CANDIDATE VOLUME

Average Candidates per job in first 7 days of posting: 22.7

- 1. JazzHR App Statistic
- 2. Bureau of Labor Statistics

Jobs opened by JazzHR customers



Verticals in Growth Mode

- **Hospitals & Healthcare** – **100% increase** in job creation through the summer months
 - **What this means?** Multiple open roles = high number of applicants
- **Real Estate & Construction** – **300% increase** in job creation through the summer months
 - **What this means?** Increase in home building, real-estate growth due to stay-at-home orders
- **Not For Profit** – **150% increase** in job creation through the summer months
 - **What this means?** Paycheck Protection Program signed in late March resulted in many non-profits rehiring

Trend Into Action

Find the right talent...

1. Sort to get to the right talent
 - Lean on automated screening technology
2. Job description library
 - Attract the right candidates, faster

Resource

[High-Volume Hiring Toolkit: Maintaining Quality as You Scale](#)



**The High-Volume Hiring
Toolkit: Maintaining
Quality as You Scale**

TREND #2

**70% OF JOB SEEKERS
LOSE INTEREST IN A JOB
IF THEY DON'T HEAR
BACK WITHIN 1 WEEK
AFTER AN INTERVIEW.**

**Text messages are
read over 95% of
the time**

By contrast, open rates for recruiting and staffing emails are below 20% on average.



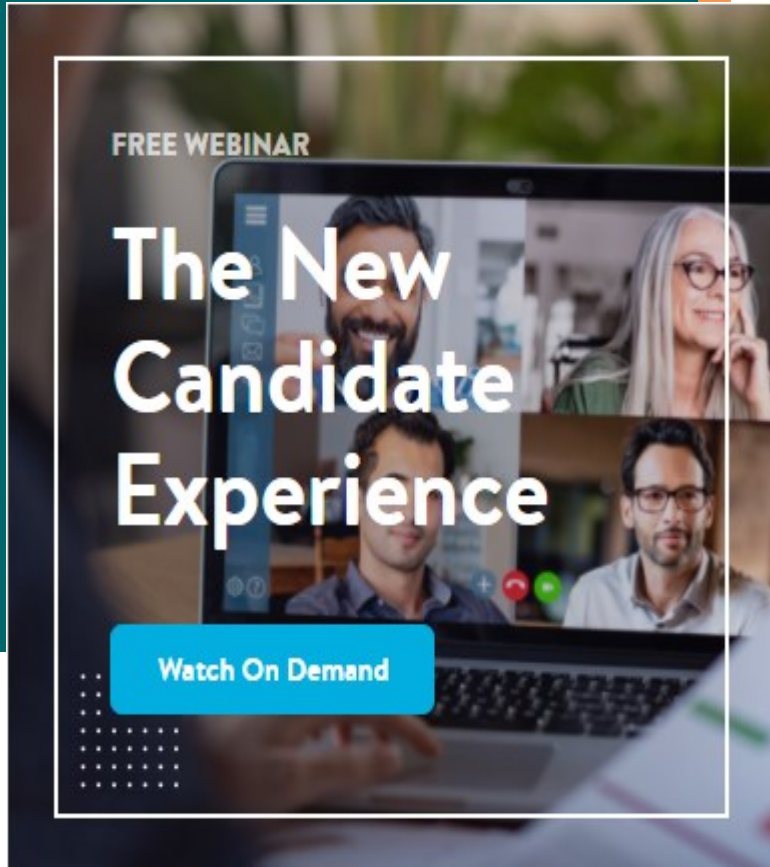
Trend Into Action

Compete for the best talent, with a great candidate experience...

1. Candidate Texting
2. Candidate Self-Scheduling
3. Satisfaction survey
 - **3 Metrics that matter**

Resources

[Texting infographic](#) & [The New Candidate Experience](#)



TREND #3

**VIRTUAL INTERVIEW &
HIRING EVENT SHOW UP
RATES ARE HIGHER THAN
IN-PERSON INTERVIEWS
AND EXPERIENCES ARE
RATED MORE HIGHLY.**



Trend Into Action

Hire talent, faster...Cut time-to-hire by 50%

1. Optimize hiring process
2. Get organized
 - Centralize candidates and recruiting tasks
3. Coordinate and get actionable feedback

Resource

[The ATS Buyer's Guide](#)



TREND #4

2021 Return to Work Customer Survey:

- **98%** are currently hiring
- **77%** have adopted new screening steps as a result of COVID-19
- **53%** will take a hybrid approach when returning to work



Trend Into Action



Maintain employee well-being and increase productivity and cost efficiencies while figuring out what works best for your employees.

1. [The Future of Work? The Hybrid Office, Explained](#)
2. [Boost Your Remote Team's Wellbeing and Productivity: The Home Office Essentials](#)
 - Keep 'work' and 'home' separate
 - Invest in the essentials

Key Facts & Findings



1. The market is crowded – expect plenty of competition.
2. Move it or lose it – engage with the right candidates.
3. The world of work has changed...probably for good.

Recruit better.
Hire faster with JazzHR.

We are laser focused on improving hiring performance



1. Get Candidates

Spread the word that you're hiring, especially where candidates are looking.

Increase job traffic



2. Get Organized

Organize all your incoming candidates and recruiting tasks in one place.

Reduce time-spent in email



3. Get Hiring

Coordinate interviews, get actionable feedback and make offers to candidates.

Automate your hiring tasks



4. Get Better

Use your data and benchmarks to help your company master the art of hiring.

Cut your time-to-hire

How Does JazzHR Win?



Best Value:

- Most robust features. More accessible price.
- Pound-for-pound, the greatest capabilities for the lowest cost.



Easy to Implement:

- No waiting. No implementation fees.
- Sign up and start hiring today.



Fair, Flexible Plans:

- No per user fees.
- Pricing scales with your hiring needs.

Automate Candidate Vetting & Hiring:

- **Video Interviews** to support social distancing & remote workers!
- **Virtual Screening** to qualify talent sooner and accelerate overall time-to-hire.
- **Candidate Texting** to boost your sourcing streams, battle interview fatigue, and help humanize hiring.

Award Winning Team & Technology

“JazzHR has been great for all areas of our recruiting. Incredibly easy to quickly post jobs on their platform. It **saves so much time.**”

Arial Lopez, Geek Powered Studios

98%

of customers
renew with
JazzHR.






Transparent plans to suit your needs

| Hero | Plus | Pro |
|---|--|---|
| Hero Intuitive Recruiting for Small Teams | Plus <small>Most popular</small> Limitless Hiring Software | Pro Streamline Every Stage |
| Includes: | Includes: | Includes: |
| Unlimited Users | Unlimited Users | Unlimited Users |
| 3 Open Jobs * | Unlimited Open Jobs* | Unlimited Open Jobs* |
| <ul style="list-style-type: none">• Job Posting & Syndication | <ul style="list-style-type: none">• Job Posting & Syndication• Applicant Tracking System• Interviews & Assessments | <ul style="list-style-type: none">• Job Posting & Syndication• Applicant Tracking System• Interviews & Assessments• Offers & eSignatures• Reporting & Compliance• All-Access Support |

Affordable Pricing Designed to Scale

Plan Features Comparison

| | Plus | Pro |
|---|---|----------------------|
| Job Postings & Syndication - <i>Build a bigger pool of quality candidates with:</i> <ul style="list-style-type: none"> • Mobile Friendly Job Board • Customizable Job Applications • Post Jobs to Free Job Boards • Purchase Premium Job Listings • New Candidate Email Alerts • Mobile Resume Screener • Resume Uploader & Parser • Searchable Resume Database • Employee Referral Management • Export Candidates to HRIS • Concurrent Open Jobs • Candidate Importer | ✓ | ✓ |
| Applicant Tracking System - <i>Manage, rank, discuss and track your candidates with:</i> <ul style="list-style-type: none"> • Job-specific Recruiting Teams • Custom Job Workflow Stages • Email Message Templates • Email Sync • Roles & Privileges Management • LinkedIn Recruiter Integration • Bulk Action Candidates • Contacts Manager • Job Approval • Auto-send Emails • Workflow Helper • Knockout Questions | ✓ | ✓ |
| Interviews & Assessments - <i>Conduct better interviews and get better feedback:</i> <ul style="list-style-type: none"> • Background Checks • Recruiting Calendar • Gmail & Outlook Calendar Sync • Interview Guides • Candidate Evaluation Templates • Skills & Coding Test Integrations • Video Interview Integrations | ✓ | ✓ |
| Offers & eSignatures - <i>Automate and digitize the entire new hire process:</i> <ul style="list-style-type: none"> • eSignatures Integration • Document Storage & Organization • eTemplate Management • Enhanced Security Privileges • Tokened Offer Templates • Offer Letter Generator • Offer Drafts & Version History |  Add-on Available | ✓ |
| Reporting & Compliance - <i>Stay efficient, organized, and compliant through reports:</i> <ul style="list-style-type: none"> • Candidate Reports • Job Reports • Compliance Reports • Optimization Reports • Custom Reports Builder |  Add-on Available | ✓ |
| Support Access - <i>Get the help you need, whenever you need it:</i> <ul style="list-style-type: none"> • Onboarding Assistance • Data Import | Email & Chat | Email, Chat, & Phone |

The background features a blurred office scene with a desk, a laptop, a telephone, and a person's hands. A teal overlay covers the top and right portions, while an orange overlay covers the bottom left. A semi-transparent brown rectangle is centered over the desk area, containing the text.

2020 - Employee Retention Tax Credit (ERTC)

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- The ERTC was originally a part of the CARES act passed in March 2020. In the CARES act, recipients of a PPP loan were not eligible for the credit.
- The Continuing Appropriations Act, 2021 signed on December 27, 2020 allowed businesses that received PPP loans to claim the retention credit on wages not used for PPP loan forgiveness



2020 - Employee Retention Tax Credit (ERTC)

2020 Retention Credit

- ERTC is a credit equal to 50% of “qualified wages” per employee
- Total wages per employee is capped at \$10,000 per year - \$5,000 tax credit per employee
- The ERTC is available to employers with wages paid during a quarter that:
 - Had operations fully or partially suspended under government orders due to Covid-19
 - Had a decline of at least 50% in gross receipts as compared to the same quarter in 2019 (this test is applied to each quarter). Once gross receipts has rebounded to 80% quarter over quarter, credit ends

2020 - Employee Retention Tax Credit (ERTC)

2020 Retention Credit

- An amended Form 941 must be filed to claim this tax credit.
- The 941X can only be filed on paper.
- Processing time for Form 941X is approximately 3 to 9 months.

Businesses that receive a retroactive retention credit for wages paid in 2020 will need to amend the 2020 business tax return. Wage expense must be reduced by amount of the retention credit.

2020 - Employee Retention Tax Credit (ERTC)

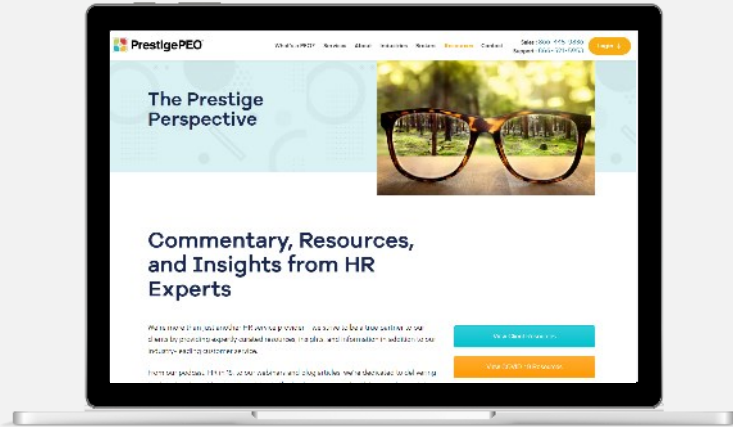
Process

- Contact your payroll specialist for the attestation for the 2020 retroactive credit.
- Submit qualifying wages

 **PrestigePEO™** **PrestigePEO**
Wage Reporting - 2020 Retention Credits

| | 2020 | | | | |
|---------------|---|---------------------------------|---------------------------------|---------------------------------|-----------------------|
| Employee Name | 1st Quarter Qualifying Wages 03/17-03/31/20 | 2nd Quarter Qualifying Wages | 3rd Quarter Qualifying Wages | 4th Quarter Qualifying Wages | Total \$10,000 Max |
| | | | | | |

PrestigePEO Communications



Today's presentation will be posted on **PrestigePEO.com** under

- **The Prestige Perspective** prestigepeo.com/blogs
- **COVID-19** prestigepeo.com/covid-19/

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Reach out to your support teams – HR and Compliance, Employee Benefits, and Payroll directly from our **PrestigeGO mobile app**



We Are Here For You



Human Resources, Employee Benefits, and Payroll Simplified

You started your business because you had a great idea. We started our business to handle the rest.