

Work Smarter with an Administrative Services Organization (ASO)

Is your business thriving or expanding? Do you see opportunities for growth that are squelched due to the basic demands of keeping everything running? Are your employees constantly stressed out over HR issues related to benefits or payroll? Would it be easier if all of your HR functions could be streamlined into one manageable system handled by a reliable third party? When the daily grind is no longer about the coffee and all you can see is an overwhelming to-do list that requires more people than you can staff, it's time to consider an administrative services organization (ASO).

The Benefits of an Administrative Services Organization (ASO)

You know that feeling of relief when you're in a bind and that friend steps in to help, and suddenly your situation becomes a little easier to manage? An administrative services organization (ASO) is the business friend you've been searching for. ASOs can help you with all of your human resource needs like payroll, workers' compensation, health and wellness benefits and supporting services by consolidating those functions into one global, manageable system. Your company remains the employer of record and maintains associated risk responsibilities, but the ASO handles all related administrative functions.

If spiraling health care is your main concern, consider an administrative services only ASO. An administrative services only ASO is a self-funded healthcare plan that you provide to your employees based on a set deductible amount that you decide. Companies that benefit from this type of ASO plan are usually larger than 100 employees, and will notice a significant cost reduction by taking advantage of larger group health plan discounts. As with standard ASO services, your company remains the employer of record and maintains associated risk responsibilities, but the administrative services only ASO handles all administration such as enrollment, billing, claims processing, etc.

What to Look for in an Administrative Services Organization

ASOs can help you with a variety of HR functions. As you conduct your research, consider these points:

- Can the ASO provide the needed functions based on the requirements of your company?
- Does the ASO have the knowledge bank needed to ensure compliance with local and federal regulations?
- If your company is global, can the ASO handle your special operations needs, consolidate your functions into one manageable system, and handle compliance with regulations?
- Will the ASO strategically customize its services to meet the needs of your company both now and in your growing future?
- Does the organization provide **administrative services only ASO plans**?
- What plans and processes does the ASO have in place when a problem arises?

Summary

ASOs can save you time and money – and provide you with peace of mind knowing that all of your HR functions are consolidated and handled.