



# *Staff Providers, Inc.*

## **Staff Providers, Inc.**

### **Presents:**

#### **The Third Generation of Staff Leasing**

#### **"Joint Employment"**

#### **(Descriptive Appellation of the N.L.R.B.)**

### **Our Message to Physicians is a Simple One !**

#### **Your Patients Deserve Your Expertise**

#### **Your Staff Deserves Ours!**

We do all the things that a good leasing company does. We handle their payroll, government filings & deposits; fringe benefits, including health & other options, pension, workers comp, tracking sick & vacation days, and overtime hours. Our benefit package rivals those of a large corporation.

You and/or your partners are left with much more time to practice.

Since the staff is provided with our collectively bargained retirement plan, you and/or your partners in an LLC, are free to adopt your own plan(s) and maximize your contributions. That could be your best antidote against the threat of conglomerate medicine (be sure to read "[The Conlomerate Will See You Now](#)" July 18 issue of the New York Times)



The Key is IRC 410(b)

***Staff Providers, Inc.***

12 Sandpiper Strand

Coronado, Ca. 92118

(619) 628-0814

(888) 472-4102

[jointemployers@staffproviders.net](mailto:jointemployers@staffproviders.net)



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## **Job Satisfaction = Better Worker Retention**

You've experienced the high costs in dollars, time and aggravation that are involved in recruiting and training and supervising new staff members, then losing them in an industry average of just under 24 months. Over the years, we have attained nearly double that retention length.

How? We work closely with Practice Management people, most of whose experience parallels ours. They, and we, agree that in today's workplace, employees need the additional incentives provided by a superior health, welfare and retirement benefits package. Ours will rank among the best, the purchasing power of large members will help keep costs down.

In addition, all personnel are interviewed by SPI staff at the time of contracting. All work related benefits are explained in detail, and they are provided with explanatory written manuals. Subsequently, employee evaluation meetings are scheduled at approximately 3 month intervals. At the same time, they have the opportunity of expressing their personal likes & dislikes about their job experience.

Over the years, we have shown a 40% increase in the average length of service over the medical industry average.

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## **Is Unionization a Blessing or a Curse?**

The Tax Reform Act (TRA '86) brought about a drastic change for leasing companies and their clients who sponsored pension or profit sharing plans separately from their employees. According to (TRA '86) this option was virtually eliminated. This caused leasing companies to completely alter their Marketing. Many shut down, those that remained began to accent human resource management.

As luck would have it. When Leonard Ellis informed his leased employees that they were likely to lose their pension plans, several young women, who had been members of a union in their prior employment, contacted their former union representative, who, in turn, contacted Leonard Ellis. The two met, they had a rapport, when the employees requested union representation, Ellis canvassed other employees who responded favorably by vote and the company agreed to a contract with the union.

The benefits to all concerned were immediate. Unionization essentially negated the TRA '86 restrictions.

More recently, the IRS issued revenue procedure 2002-21, which put another damper on the leasing industry and its clients, who sponsored defined contribution plans (mainly 401(k), staff providers and its clients will be unaffected.

During all the years of unionization, no client has ever had a problem. All of the legal backup is available upon request.

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## **Never Less than Full Compliance**

Full compliance with IRS, DOL and BLRB regulations is essential to establish and maintain the legitimacy of the "joint employer" relationship between SPI and its clients. It isn't difficult because we have a roadmap to follow. That roadmap was started in 1970, by SPI's President, Leonard Ellis. He, in conjunction with a physician, C.P.A. and an attorney, started "Staff Employment & Management Corp., which was the first "Employee Leasing" company in the U.S.

Over the years that company, and its clients, received favorable rulings from the IRS Pension Division, the DOL and its N.L.R.B. Division, and the CA Department of Employment.

When fully operational, SPI and its client "Joint Employers" will be in compliance with IRC414(n), 410(b) and unaffected by IRS Rev. Proc. 2002-21.

Leonard Ellis, B. A., M. S., C.L.U., has over 35 years of experience as a "Third Party Pension Administrator". He has been a member of the Western Pension Conference. He was one of the first "Volume Practitioners" appointed by the IRS following the passage of ERISA, and currently, he and SPI are associate members of the National Institute of Pension Administrators, (NIPA). Over the last 15 years he has also developed a symbiotic relationship with OPEIU. The union has recognized that SPI is "union friendly" in its attitude towards its "joint employees." They have never had any direct dealings with any client of an Ellis company.

Leonard Ellis and his staff continue to provide the best working conditions for SPI employees, and to work with our "joint employers" and their legal, accounting and pension advisors for the mutual benefit of all involved.

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## **About Our Fees**

Staff Providers innovations are also reflected in our flexible fee structure. Unlike the traditional flat fee per employee, or flat percentage over usual costs, our charges are cost plus.

Clients with as few as a single employee are no less important to us than large group practices. The latter however, typically have considerable infrastructure dedicated to employment details, such as specialized payroll programs, etc.

In those cases, we can either buy the program and dedicate its use to that group, or let them continue to do payroll in house, using our checks. Our goal is to cause as little change in the existing office routine as possible.

Our operating costs will be audited semi-annually to establish each clients percentage of them. The following percentages will be added, based on average employee monthly wage and bonuses:

Up to \$1,500	4 %
\$1,501 to \$2,000	3.5 %
Over \$2,000	3 %

It will be necessary to make a one-time estimate for each new client, with an appropriate adjustment following the first audit.

We believe that our fees are as low, if not lower than any traditional leasing company.

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## **Contact**

All information is kept confidential and is never shared with anyone. If you would rather not submit your information, please call us at (888) 472-4102.

Title:      Dr.      Mr.      Mrs.      Ms.      Miss

First Name:

Last Name:

Company:

:Address Line 1:

Address Line 2

City:

State:

Zip Code:

Phone:

Fax:

E-mail Address:

**It is customary for us to furnish our legal backup to CPA and/or Attorneys,  
please indicate to whom you want the material sent to.**

Name:

Phone:

Fax:



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