



Smaller companies have more choices than ever for outsourcing HR functions.

Size Up the Human Resources Outsourcing Market with a Comparison of Offerings

By Leslie T. O'Neill

Not all business challenges can be met with the latest technology, and not all battles for profitability will be decided in the global market. For many small and midsize companies, the fight to stay on top can be won or lost in the human resources department. These companies need to attract and retain the best and brightest employees, in-demand people whose decision may boil down to benefits. So companies must be able to compete against companies with deeper pockets and bigger workforces — while keeping their costs down. One way to do this is to outsource some, or even all, aspects of HR administration to an HRO (human resources outsourcing) service provider.

According to a June 2008 article in “HRO Today” magazine, momentum is growing among smaller companies. They see in HRO an opportunity to become more efficient in their administrative tasks while also gaining cost-effective access to the sophisticated HR tools that attract top employees. In the Aberdeen Group 2006 HRO Benchmark Report, the Boston-based research firm reported that companies are outsourcing HR functions to offer better end-user services, reduce ongoing costs and focus on core business objectives.

A Host of Outsourcing Options

For HRO vendors, like many other service providers, small and midsize companies represent the next frontier. Many of the vendors that targeted large enterprises are now tailoring their offerings for smaller companies, while other providers' offerings are designed from the ground up for small to mid-size companies.

The accompanying vendor comparison guide (see shows the leading service providers that target small to midsize companies, either exclusively or with offerings tuned to administering smaller workforces, anywhere from 10 to 2,000 employees.

They can be divided into two types: traditional HRO service providers and PEOs (professional employer organizations). A traditional HRO sells its services individually, so companies can outsource just one or a handful of HR functions; companies often first outsource payroll processing, tax management and 401(k) administration. Companies can then add services, such as healthcare benefits administration, as they become more confident in the outsourcing model. These providers tend to cater to the larger companies in the midmarket as well as to enterprise companies.

A PEO packages core HR services, usually payroll processing, healthcare benefits administration, and workers' comp coverage, into a single solution, and then provides it via a co-employment arrangement; the PEO hires a company's employees to become the employer of record, then leases them back to the company. PEOs lean toward small companies and the smaller end of the midmarket. The traditional HRO providers' offerings we included are: ADP's Major Accounts, Ceridian Human Resource Outsourcing (HRO) CoAdvantage Amplify, and Paychex's Solutions for Large Business. The PEOs we included are: Administaff MidMarket Solutions, Gevity Edge, Oasis Outsourcing, PayStaff, and TriNet Focus. Also included is CheckPoint HR CheckPoint Plus, an ASO (administrative service organization); it delivers services like a PEO but without the co-employment contract. If a vendor offered both HRO and PEO solutions, we chose the solution more geared toward midsize companies.

In general, traditional HRO and PEO service providers handle a common range of HR functions for the customer company. These include day-to-day HR management, healthcare benefits and retirement services administration, payroll processing, tax and government compliance, employer liability management, and job applicant screening. They also offer an online portal for customers' employees to access benefits information. However, the features within these services often differ, depending on the type of customer the vendor is targeting. A handful of these vendors — Administaff, Ceridian, Gevity, Oasis Outsourcing Paychex, and Trinet — also post online additional HR-related information to help guide a growing company through the increasingly complex HR rules and regulations.

Administaff

This Houston-based PEO aims its services aimed at small and midsize companies throughout the United States. Founded in 1986, Administaff has more than 6,000 customers with 115,000 worksite employees. Its customers tend to employ 10 to 2,000 white-collar or skilled blue-collar employees, employ 10 to 2,000 workers and have low workers' compensation risks. Administaff has four regional centers, which makes it a good fit for companies in Atlanta, Dallas, Houston or Los Angeles that want in-person access to their HR administration vendor.

Its MidMarket Solutions service offers an unusually wide range of benefits for its customers' employees, including adoption assistance and a credit union. Also, it's one of the only vendors in this comparison to support education assistance and a 529 college plan. However, unlike most other providers, it doesn't offer compensation analysis or include a general ledger interface for a customer's financial applications.

ADP

Serving 600,000 clients in the U.S. and around the world, ADP is one of the largest providers of business outsourcing services. It offers HRO services to companies of all sizes; for the midmarket, ADP offers a traditional HRO service called Major Accounts (included in this comparison) for 50 to 999 employees as well as a PEO for businesses with five to 250 workers.

ADP can be a key solution for companies who already use ADP for their payroll processing or tax management. Major Accounts includes a variety of solutions in each product category, and the features may vary within each one. Major Accounts is the only service to offer expense management and travel management modules. However, it does not include government compliance management or drug-free workplace administration.

Ceridian

Like ADP, Ceridian is a major service bureau and is one of the most commonly chosen HRO vendors, according to the Aberdeen Group HRO Benchmark Report. Based in Minneapolis, Ceridian is a multinational service provider that offers a wide range of HR products for companies of all sizes. It boasts more than 116,000 customers with 25 million employees around the world, including Fortune 100 and Fortune 500 companies. Of the vendors we looked at, Ceridian HRO can accommodate the largest number of worksite employees, as many as 30,000.

With its expansive set of options, Ceridian is a good fit for companies that want to go above and beyond standard benefits. This HRO supports work-life counseling for employees, critical incident management via telephone to help employees prevent or react to a crisis, lactation benefits for employees returning to work, resources for workers caring for elderly relatives, and backup care services for when childcare or eldercare falls short. In addition, it lets you offer pre-tax tuition reimbursements and commuter expense reimbursements to employees.

CheckPoint HR

This Edison, N.J.-based ASO service provider aims at the second greatest number of client employees, targeting companies with anywhere from 50 to 5,000 employees. Established in 2001, CheckPoint HR has about 400 clients.

CheckPoint HR offers a core payroll and HRMS (human resource management system) module as the basic level of service, then, it adds new features with each increasing level of service. CheckPointPlus, which we included in the comparison, is the highest level and includes all of the payroll, training, and recruiting features. It's a good fit for companies that like the total package aspect of a PEO, but aren't ready to outsource all of their HR. Its job applicant screening features are limited.

CoAdvantage

Based in Orlando, FL, CoAdvantage's midmarket HRO solution is called Amplify, and it supports 50 to 2,000 employees. The company also offers a PEO service called Ascent for companies with less than 50 employees. The core features are payroll processing and benefits administration, and because it includes a library of HR best practices and compliance information, it's a good fit for companies that primarily want to outsource human resource management functions.

Amplify's tax and compliance features are limited, lacking EEOC (Equal Employment

Opportunity Commission) administration and OSHA (Occupational Safety and Health Administration) support. Likewise, it's slim on employer liability management features, with no workers' comp or EPL (employment practices liability) insurance support.

Gevity

Gevity Edge is also a PEO offering that supports five to 2,000 employees. Gevity was founded in 1984 in Bradenton, FL, to help protect companies with blue-collar employees against on-the-job injuries. The vendor now has 40 offices across the United States and has expanded to include services to manage an employee's lifecycle at a company.

In addition to the standard features, Edge gives customers access to a wide range of healthcare plans, including HMO (health maintenance organization), PPO (preferred provider organization), POS (point of service), and HDHP (High Deductible Health Plan) plans. Gevity is one of the few providers to offer risk management; it's the only one to provide loss prevention.

Oasis Outsourcing

With 19 offices across the U.S., Oasis Outsourcing has 3,000 small and midsize clients with more than 80,000 worksite employees. It was founded in 1996 and is SAS 70 Type II certified.

Like Gevity, Oasis Outsourcing is a PEO that offers risk management. It also offers unusual personal insurance plans, including for cancer, legal troubles, and pets, as well as extensive personal benefits, such as credit card protection, identity theft protection, wellness coaching, and more. Oasis is one of the few vendors in this comparison to offer an employee payment options beyond direct deposit and paper checks, including payment debit cards, which were traditionally a solution for "bankless" employees, but are now gaining traction in the workplace in general.

Paychex

This Rochester, N.Y.-based payroll and HSO provider was founded in 1971, has more than 100 offices in the United States and has 572,000 customers nationwide. We looked at its HRO Solutions for Large Business, which supports more than 50 employees. Paychex also offers a PEO service and a small business solution.

Paychex's robust set of features include HR best practices, asset management, and an SUI (State Unemployment Insurance) service. And unlike the over vendors in this comparison, its retirement services include employer matching as well as Roth 401(k) support.

PayStaff

Established in 1994, this PEO provider has headquarters in Rockville, Md. PayStaff delivers its HR benefits via a variety of partnerships, including with Blue Cross and Blue Shield, Aetna, Mutual of Omaha, and Aflac.

Of the vendors we looked at, PayStaff's solution encompasses the fewest number of employees — one to 150 — and was included because it offers features similar to those from the midmarket vendors. In fact, it's one of the few vendors that offers risk management and the only one that offers employee onboarding. It also gives employees a range of payment options, including ATM paycards.

TriNet

This PEO is based in San Leandro, Calif., and was founded in 1988. Like PayStaff, TriNet Focus is aimed at companies with just up to 150 employees, but it's flexible enough to support customers with 400 workers. Because Focus is built around a human capital management application suite, it's a good fit for companies that want to outsource just central HR administration functions. It supports HMO and PPO plans, and its range of personal insurance offerings include home, auto, and pet insurance.

However, its included payroll management features are limited; most of them, such as wage garnishments and time and attendance tracking, can be had only through an add-on service. Unlike the other offerings, it does not include recruiting and screening features; however, background checks, drug testing, and skills-based testing, and more can be obtained as an add-service.

People Are Key, Managing Their Paperwork Is Not

According to a TriNet white paper, "Financial Opportunities of Human Resources Outsourcing," a small business owner can spend 25 percent of his or her time dealing with employee paperwork alone. Naturally, managing HR administration tasks becomes exponentially more complex, expensive and time consuming as a company expands. Even though having the right people in the right jobs is key to any company's success, managing their paperwork is not. Smaller companies are turning to HROs to offload many transactional tasks, such as processing benefits claims and updating employee records, which frees HR people to be more strategic. An HRO provider can combine the number of employees across clients to have massively greater buying power among healthcare providers — and that should translate into a better benefit package for current and prospective talent.

Comparison Guide: Human Resource Outsourcing (HRO)

	Administaff MidMarket Solutions	ADP ADP Major Accounts	Ceridian Human Resource Outsourcing	CheckPoint HR CheckPoint Plus+	CoAdvantage Amplify HRO
Pricing model	The PEO service is charged with each payroll, and the cost is based on the customer's total annual payroll amount. Contact vendor for specifics.	Each service is priced per employee, per month. Contact vendor for details.	Service is charged per employee, per month, plus a set up fee. Contact vendor for specifics.	Service charged per employee, per month. Contact vendor for specific pricing.	Cost is determined by a per employee, per month fee plus a tailored, upfront implementation fee. Contact vendor for specifics.
Delivery model	PEO (professional employer organization)	Human Resources Outsourcing (HRO)	HRO	ASO (administrative service organization, similar to a PEO)	HRO
Targeted company size	10 - 2,000 employees	50 - 999 employees	2,000 to 30,000 employees	50 - 5,000 employees	50 - 2,000 employees
Service Notes	Administaff also offers HR Assessment, which is an analysis of a customer's current state of HR, including policies/practices, risks, safety, a climate survey, gap analysis, onsite interviews with management, and a prioritized plan of action. Final cost is determined by adding a per employee fee, location charges, and the service's fixed cost.	ADP Major Accounts offers several different solutions for customers to choose from, often in the same product category, and sold individually; features may vary depending on the solution, even in the same category. ADP also offers a PEO service for 5 - 250 employees, and a midsize restaurant-specific solution.	As an HRO, Ceridian offers a range of scalable, integrated solutions for the customer to choose from, which the provider categorizes as payroll, tax filing, benefits administration, talent acquisition, health and productivity, and regulatory compliance and administration. It also offers solutions tailored to government agencies.	CheckPoint HR service starts with an integrated Payroll/HRMS (human resource management system), and then layers additional features with each level of service. PayrollPlus+ is the core; HRPlus+ adds training and an EAP; RecruitPlus+ adds recruiting; and CheckPointPlus+ includes every feature.	The core services are Payroll and Benefits, which are sold in almost every contract, and additional services can be purchased individually. CoAdvantage also offers Ascent PEO for small businesses.
Online Access	Employee Service Center	ADP Employer Resource Center	Knowledge Base for benefits and an enrollment portal; clients can brand it to personalize	Yes	CoAdvantage Web
Human Resource Management Features					
Integrated human resource management system (HRMS)/human resource information system (HRIS)	HRMS	HRMS	HRMS	HRMS	HRMS
HR data management	Yes	Yes	Yes	Yes	Yes
Employee and manager self-service	Yes	Yes	Yes	Yes	Yes
Employee handbooks	Yes	Yes	Yes	Yes	Yes
Performance management	Yes; includes appraisals, compensation plans, and recognition	Yes	Limited; employee appraisals	Limited; employee appraisals	Yes
Compensation analysis	No	Yes	Via third-party	Yes	Yes
Training and development	Yes; includes needs analysis, supervisor training, and a learning management system (LMS)	Yes	Yes; includes e-learning	Compliance (sexual harassment and diversity in the workplace) and skills (Microsoft products and sales training)	Yes
HR library	Yes	Yes	Yes	Yes	Yes; HR compliance library, HR best practices
Job descriptions	Yes	Yes	Yes	Yes	Yes
HR policy review	Yes	Yes	Yes	Yes	No; available as a consultation or project
Additional HR management features	Outplacement guidance	Portal with Content Management	HR Compliance Reference System, HR compliance manuals and posters, and leave administration	Client intranet	HR best practices and support, workforce management
Benefits Administration Features					
Health care administration	Medical, dental, and vision	Medical, dental, and vision; POP (Premium Only Plan) available	Medical, vision, and dental; POP only plans	Medical, vision, and dental; POP available for additional fee	Medical, dental, vision; all benefit programs can be administered
Benefits enrollment	Yes	Yes	Yes	Yes	Yes
Flexible spending account (FSA)	Yes	Yes	Yes	Yes	Yes
Retirement services	401k plan	Yes	401(k) and more via a third-party partner	401(k)/pension plan	401(k) and more
Employee assistance program (EAP)	Yes	Yes	Yes	Yes	Yes
Personal insurance	Term, group, and dependent life insurance; short-term, long-term, and voluntary disability	Life, health, and other personal insurance depending on the employer's location	No	Short-term and long-term disability; long-term care	Life, long-term and short-term disability, accidental death and dismemberment, vision, and dental
Education benefit	Education assistance; 529 college plan	Yes	Yes; pre-tax tuition reimbursement	No	No
COBRA administration	Yes	Yes	Yes	Yes	Yes
Additional benefit options	Adoption assistance, credit union	Executive Deferred Compensation, Benefit Fund Services	Benefits Compliance System, Qualified Domestic Relations Order (QDRO) and Qualified Medical Child Support Order (QMCSO) administration, and commuter expense reimbursement, Work-Life Services counseling, Critical Incident Management via telephone, Corporate Lactation, and concierge, elder and adult management, and backup care services	Voluntary benefits, Web shopping of benefits	None

Payroll Management Features					
Payroll administration	Yes	Yes	Yes	Yes	Yes
Wage garnishments	Yes	Yes	Yes	Yes	Yes
Employee verification	Yes	Yes	Via third-party partner	Yes; new hire reporting	Yes
Time and attendance managing	Yes	Yes	Yes	Limited; time and attendance interface	Yes
Paid time off tracking	Yes	Yes	Yes	Yes	Yes
Employee pay options	Direct deposit and paper checks	Direct deposit and paper checks	Direct deposit, paper checks, and pay card	Direct deposit	Direct deposit and paper checks
General ledger interface	No; Adminstaff can provide a customer GL interface	Yes	Yes	Yes	Yes
Reporting	Includes library of standard reports; customized reports are available	Reporting Services include online pay statements, online check searching, third-party reporting, and customized reports	Yes	Includes 150 pre-built reports, reports to collect historical data, and customizable, repeatable reports	Standard library of reports, including customizable reports
Onsite paycheck printing	No	Yes	No	Yes	Yes
Tax and Compliance Features					
Government compliance management	Yes	No	Yes	Contact vendor	Yes
Payroll tax management	Yes	Yes	Yes	Yes	Yes
Federal and state unemployment tax administration	Yes	Yes	Yes	Yes	Yes
Drug-free workplace administration	Yes	No	Yes	Contact vendor	No
EEOC (Equal Employment Opportunity Commission) administration	Yes	Yes	Yes	Yes; via standard reports	No
New hire reporting	Yes	Yes	Yes	Yes	Yes
Workplace safety services	Yes	Yes	Yes; via sister company LifeWorks	Yes	No
OSHA administration	Yes; includes online safety training modules and onsite conducts safety inspections	Yes	Yes; tracks information	Yes; via standard reports	No
Additional compliance features	None	None	HIPPA administration	None	None
Employer Liability Management Features					
Workers' compensation administration	Yes	Yes	Yes	Yes	No
Employment practices liability insurance	Yes	Yes	No	Yes	No; Coadvantage can help obtain EPL insurance
Workplace safety reviews	Yes	Yes	Contact vendor	Yes	No
Termination assistance	Yes	Yes	No	Contact vendor	No
Employee relations	Yes	Yes	Yes	Yes	Yes
Liability management training	Yes	Yes	Yes	Contact vendor	No
Recruiting and Screening Features					
Online job posting	Yes	Yes	Yes	Yes	Yes
Application review and interviewing	Yes	Yes	Yes	No	No
Background checks	Yes	Yes	Yes	Yes	Yes
Drug testing	Yes	Yes	Via third-party partner	No	Yes
Skills-based testing	Yes	Yes	Via third-party partner	Yes	No
Additional Modules					
Feature	No	Expense management and travel management	Human Capital Management, health and wellness programs, risk management, employee onboarding, and rewards and recognition	No	

Comparison Guide: Human Resource Outsourcing (HRO)

	Gevity Gevity Edge	Oasis Outsourcing Oasis PEO	Paychex Solutions for Large Businesses	PayStaff PayStaff	TriNet TriNet Focus
Pricing model	Final cost is by a per-employee charge plus a set up fee.	Pricing is based on a variety of factors and is impacted by client needs. Contact vendor for specifics.	Customer is charged with every payroll processing, based on the number of employees and the services used. Final cost includes a set up fee. Contact vendor for specifics.	The final cost is determined either as a percentage of the customer's total payroll or as a per employee fee, plus a set up fee. Contact vendor for specifics.	Set up fee. Monthly flat fee charged per employee for the core service offering, including payroll and benefits administration, human capital support, call center, and online services. Additional cost for benefits and workers' compensation service.
Delivery model	PEO	PEO	HRO	PEO	PEO
Targeted company size	5 - 2,000 employees	10 - 4,000 employees	50+ employees	1 - 150 employees	1 - 150 employees; some current customers have as many as 400 employees
Service Notes	Most services are bundled into one solution, including benefits, payroll, worker's compensation and HR services.	Oasis provides turnkey solutions in specific areas of HR, such as infrastructure development, staffing, and compliance assistance.	Paychex HR services are offered either bundled or individually. Paychex also offers solutions for the restaurant industry as well as a PEO solution.	Services -- Payroll Processing, Benefits Administration, HR Management, and Risk Management -- are sold as a package. Sister company AstraStaff offers an HRO solution for growing companies.	Services are built around vendor's human capital management suite. For companies with more than 150 employees, TriNet recently launched Vision.
Online Access	Gevity OnLine	Employee Services Website; W-2 Services	Employee Access Online	Virtual Resource Login	HR Passport
Human Resource Management Features					
Integrated human resource management system (HRMS)/human resource information system (HRIS)	HRMS	Yes	HRMS	HRIS	HRIS
HR data management	Yes	Yes	Yes	Yes	Yes
Employee and manager self-service	Yes	Yes	Yes	Yes	Yes
Employee handbooks	Yes	Yes; federal- and state-compliant handbooks	Yes	Yes	Yes
Performance management	Yes	Yes	Limited; performance reviews	Yes	Limited; appraisal tools
Compensation analysis	Yes	Yes	Yes	Yes	Yes
Training and development	Yes	Yes	Yes; training event management	Yes	Limited. Includes online modules. In-depth online or in-person training, such as Situational Leadership courses, are available for an additional fee.
HR library	Yes	Yes	Yes	Yes	Yes
Job descriptions	Yes	Yes; Americans with Disabilities Act (ADA)-compliant job description development, job classifications/evaluations per the Fair Labor Standards Act (FLSA)	Yes	Yes	Yes
HR policy review	Yes	Yes	Yes	Yes	Yes
Additional HR management features	None	Organizational development, new program development, and outplacement guidance	HR best practices manuals and asset management	Dispute and conflict resolution	None
Benefits Administration Features					
Health care administration	Medical: HMO, PPO, POS and HDHP plans; Dental: DMO and PPO plans; Vision: Vision and Vision Plus plans	Medical, dental, and vision	Medical, dental, and vision	Medical, dental, and vision	Medical, dental, and vision; HMO and PPO plans available
Benefits enrollment	Yes	Yes	Yes	Limited to online enrollment	Yes
Flexible spending account (FSA)	Yes	Yes	Yes	Yes	Yes
Retirement services	401(k)	401(k), Roth 401(k)	401(k), employer matching, and Roth 401 (k)	401(k)	401(k)
Employee assistance program (EAP)	Yes	Yes, via	Yes	Yes	Yes
Personal insurance	Employee and dependent life insurance, accidental death and dismemberment, and short-term and long-term disability	Life, accidental death and dismemberment, accident, hospital indemnity, short-term and long-term disability, cancer, legal, and pet	Life, short-term and long-term disability	Life, long-term disability, and accidental death and dismemberment	Group life, accident, and disability, home, auto, and pet
Education benefit	No	Pre-paid college fund	No	No	No
COBRA administration	Yes	Yes	Yes	Yes	Yes
Additional benefit options	Health Savings Account (HSA), parking and mass transit reimbursement	Roadside assistance, credit card protection, identity theft protection, HSA, parking and transit section 132 plan, health advocate, wellness coaching, and employee discount programs	POP	Employee discount programs, Section 125 administration, eligibility tracking	Legal plans and entertainment discounts

Payroll Management Features					
Payroll administration	Yes	Yes	Yes	Yes	Yes
Wage garnishments	Yes	Yes	Yes	Yes	Yes
Employee verification	Yes	Yes; SSN verification	Yes	Yes	No; available for an additional fee via the Talent Acquisition service
	Yes	Limited; time sheet feed, time clock interface	Yes	Yes	No; available for an additional fee via third-party partner, Kronos
Paid time off tracking	Yes	Yes	Yes	Yes	Yes
Employee pay options	Direct deposit and paper checks	Direct deposit, customized deposit, and debit card	Direct deposit, paper checks, and paperless payroll	Direct deposit, direct-pay ATM pay cards, and paper checks	Direct deposit; paper checks are available for an additional fee
General ledger interface	Yes	Yes	Yes	Yes	No; TriNet will train customers to prepare their CSV payroll reports to be uploaded into most standard GLs
Reporting	Payroll and billing reports	Web-based reports	Reports include payroll register, payroll tax report, new hire report, custom reports, and more.	Yes	Online reports; custom reports available for an additional fee
Onsite paycheck printing	No	Yes	Yes	No	No
Tax and Compliance Features					
Government compliance management	Yes	Yes	Yes	Yes	Yes
Payroll tax management	Yes	Yes; including W-2s and W-3s	Yes	Yes	Yes
Federal and state unemployment tax administration	Yes	Yes	Yes	Yes	Yes
Drug-free workplace administration	Yes	Yes	Yes	Yes	Limited; training policies and handbooks provided
EEOC (Equal Employment Opportunity Commission) administration	Limited; provides information and support	Yes	Yes	Yes	Yes
New hire reporting	Yes	Yes	Yes	Yes	Yes
Workplace safety services	Yes	Yes	Yes	Yes	Limited to safety training
OSHA administration	Yes	Yes; OSHA assistance	Yes	Yes; OSHA reporting	Yes
Additional compliance features	None	HIPAA guidance and IRS Code Section 125 compliance	SUI (State Unemployment Insurance) service	None	Policy and procedure audit of customer's government compliance
Employer Liability Management Features					
Workers' compensation administration	Yes	Yes	Yes	Yes	Yes
Employment practices liability insurance	Yes	Yes	Yes	Yes	Yes
Workplace safety reviews	Yes	Yes	Yes	Yes	Yes
Termination assistance	Yes	Yes	Yes	Yes	Yes
Employee relations	Yes	Yes; consultations	Yes	Yes	Yes
Liability management training	Limited; harassment prevention program and training	Yes	Yes; provides training for each of the government regulations that pertain to various employers	Yes; sensitivity and diversity training	Limited; harassment prevention and training
Recruiting and Screening Features					
Online job posting	Yes	Yes	No; available through a third-party partnership	Yes	No; available via the Talent Acquisition service for an additional fee
Application review and interviewing	Yes; interviewing	Limited to screening	Yes	Yes	No; available via the Talent Acquisition service for an additional fee
Background checks	Yes	Yes	Yes	Yes	No; available via the Talent Acquisition service for an additional fee
Drug testing	Yes	Yes	Yes	Yes	No; available via the Talent Acquisition service for an additional fee
Skills-based testing	Yes	Yes	No; available through a third-party partnership	Yes	No; available via the Talent Acquisition service for an additional fee
Additional Modules					
Feature	Yes	Return-to-work programs, and risk management	None	Risk management and employee onboarding	Human capital services and international services

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