

HR That Advances Your Mission

With a typical day that goes from fundraising to dealing with complex employment issues—all while managing a tight budget—nonprofit leaders are always searching for ways to optimize organizational processes. TriNet's expertise and technology simplify your human resource needs so you can focus on achieving your mission.



60%

of nonprofits cited staff retention and recruitment as a challenge¹

4x

job growth was seen in nonprofit industries compared to for-profit over the last decade²

“TriNet has helped us not only keep our costs down and the costs we pass on to our employees, but also being able to provide them with a real choice on a dozen different plans that they can choose from.”

Tori Lyon
CEO, Jericho Project

Focus on Your Cause, Less on Budgets

You rely on every dollar and manage your budget to build confidence with your board. With a single solution for your HR needs and a fixed per employee per month administrative cost structure, you can predict HR costs based on forecasted growth and keep your bottom line in view.

Optimize Workflows

As nonprofits dive in to serve the public interest, it's important to have an administrative workflow in place. With online payroll processing, tax reporting, PTO tracking and enterprise-level reporting capabilities, you have a process that gives time back.

Meet Your HR Ally

Nonprofits face tight budgets and employee turnover—often without an HR department. A team of experts will help tackle your HR concerns, provide nonprofit HR compliance advice and best practice recommendations, and help manage payroll and benefits administration.

Attract Top Talent

It's not easy to attract talent if you don't offer basics like benefit plan options and retirement planning. You also need to build a great working environment and have a talent management strategy. With TriNet, an expert will provide best practices guidance and support so you can focus on your mission.

¹BDO: Nonprofit Standards: A Benchmarking Survey (2018).

²John Hopkins Center for Civil Society Studies, The 2019 Nonprofit Employment Report (January 2019).

Payroll Services

- Payroll processing with payroll preview
- Federal, state and common local employment payroll tax withholding, remittance and filing
- Form W-2 preparation and delivery
- Wage garnishments
- Payroll reporting, including custom reports
- Time tracking and expense management
- Direct deposit and pay card payment options
- Pre-built integrations with leading accounting software (QuickBooks™ Online, Netsuite®) and equity management software (Carta)

TriNet Benefits

- Medical (PPO, HMO, HDHP), dental and vision
- Benefits funding strategy guidance
- Benefits administration: enrollment, communications, life status changes
- FSA and HSA administration
- Life, AD&D, short-term and long-term disability
- Retirement plan setup and administration, with company contribution options
- Employee assistance program (EAP)
- Employee discounts
- Voluntary benefits (legal, pet, auto and home, and more)
- Commuter benefits
- Telemedicine and health advocacy
- Enrich: tax-optimized reimbursement processing for medical travel, adoption services, educational expenses, including a student loan repayment option and disaster relief
- COBRA administration for former employees and dependents participating in TriNet-sponsored plans, including notices and payment collection

Risk Mitigation

- Workers' compensation coverage, administration and support
- Employment practices liability insurance (EPLI) coverage, claims management and support
- Compliance expertise for applicable federal/state employment laws
- Anti-discrimination and sexual harassment prevention training
- Unemployment insurance claim administration
- Workplace safety best practices

- Medical plans that meet all Affordable Care Act coverage compliance requirements
- Workplace employment posters
- Reference library with compliance updates, templates and more
- Legal hotline for general employment law questions

HR Expertise

- Direct access to specialized payroll, benefits, HR compliance and HR experts
- Support for worksite employees, including 24/7 chat support
- Employee onboarding and orientation
- HR best practices and guidance
 - » Worksite employee handbooks and policies
 - » Support hiring/terminating
 - » Maternity and bonding leave and other LOAs
 - » Time off plans
 - » HR compliance best practices
 - » Human capital assessment
- Online reference library and HR tools
- HR training (HR 101, Diversity and Inclusion, and more)
- Talent and organization consulting (agile leadership, talent management, DEI and more)*

Technology Platform

- New hire onboarding and benefits enrollment
- Payroll processing
- Role-based access with permission capabilities
- PTO tracking and time and attendance
- Performance management
- Expense management
- Applicant tracking
- Document management backed by Box
- Learning management with library of training courses
- Compensation benchmarking*
- Total compensation statements
- Reporting and analytics: dashboards, visualizations, pre-built and custom reports
- Prebuilt integrations with leading accounting software, HR software and more
- TriNet Mobile app

*Additional fees and terms may apply

Learn all about our tailored solutions at [TriNet.com](https://www.trinet.com) or call 888.874.6388.

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