



SERVICES

Zynergia

Zynergia HR assists with implementing large-scale change management initiatives in multi-site, employee intensive environments specifically within the PEO and Staffing Industries. We have significant expertise in M&A, turnaround, rapid growth, Interim Executive Management and realignment situations. Zynergia HR is recognized for business acumen and deep understanding of operations that positively impact the profitability and performance of Fortune 500 and middle market companies. We excel in Enterprise Risk Management (ERM), Human Capital Management (HCM), workers' compensation, safety management and organizational development. Zynergia HR enhances enterprise value by addressing corporate infrastructure issues to drive down costs, improve return on assets, manage risks and develop processes to create best practices in Risk, HR, and Administration functions.

STRATEGIC PLANNING

We offer a broad range a strategic planning in the ERM and HCM areas to include preparation of your risk program for a due diligence process associated with acquisition, insurance coverage redesign, utilization of outsourcing (risk transfer), correction of collateral burden and misaligned or poor performing current TPA providers as well as under-performing internal claims, risk, and loss control functions. We will conduct a survey based on our client's areas of interest and utilize advanced analytics to identified external threats and competitive opportunities. Specific strategies will be discussed and vetted during the review process in order to arrive at our client's desired outcome. A strategic plan will be developed and implemented based upon the client's desired schedule of completion. Under our PEO model, the majority of these issues can be resolved.

CLAIMS MANAGEMENT

Zynergia HR, from the perspective of the insured, will designed and implemented claim corrective actions to dramatically reduce the workers'

compensation, legal and EPLI claims experience of our clients in order to achieve significant green total incurred savings (short term) on the order of 10-30% first year and second year savings on the order of an additional 20-30%. We will design and implement a correction plan to include the client's internal personnel skill level improvement, sourcing of appropriate required additional personnel if needed, as well as the utilization of advanced analytics to identify the highest yield and impact areas to achieve the fastest turnaround. We also design a well-managed legacy program to be self-administered through the client's own personnel after the turnaround has been achieved.

1. Do you have a good claims team?

2. Did you know? Moving from a passive to aggressive claims handling process can save you 30-40% in total incurred annually for your program.

3. Did you know? Poorly managed legacy claims from older policy years can increase your program costs by 20-30% in collateral or increased EMR costs.

4. Has your carrier systematically held more than you think is required in collateral?

5. Do you need help working down your old collateral legacy or you have purchased?

TREASURY FORECASTING & COLLATERAL MANAGEMENT



We will work closely with your CFO or controller to analyze, calculate and develop models that will ensure reasonable estimates relating to future claim cash demand (claim cost forecasting). Zynergia HR will also assist in the development of a monthly analytical model allowing the estimation of ultimate outstanding program collateral demands or potential surpluses. The understanding of collateral and actual or future estimated program performance is highly valuable to our clients during incumbent carrier bargaining activities or the strategic exit from a carrier.

Do you have a good risk team?

Do they need help getting to the next level?

Zynergia HR will design and implement metrics, processes, and operating procedures to maximize operational output by assessing our client's current internal efficiencies. The client's future growth and scalability desire, service offerings, market placement and profitability will influence Zynergia HR's strategy for achievement of the goals through a well-designed project plan.

OPERATIONAL QUALITY ASSURANCE & SCALABILITY

UNDERWRITING

Zynergia HR are experts at the design and re-engineering of client underwriting programs from the insured's perspective. We train and mentor internal personnel, maximize risk understanding and associated concepts, as well as identify the risk acceptance thresholds of our clients. Zynergia HR achieves this through the utilization and implementation of advanced analytical tools, underwriting performance tracking methods (acceptance, declination, prospect characterization metrics, risk burden being accepted), development of underwriting guidelines usually in conjunction with the incumbent carriers, and underwriting assessments which allow our client growth to be achieved within their risk capacity.

1. Is your current carrier limiting your ability to gain business?
2. Restricted to only white & gray collar placements or clients?
3. Are you calculating the ultimate losses and their impacts on your workers' compensation program?
4. Have your financial auditors overestimated your losses and you haven't been able to defend your loss picks?
5. Does your current underwriting process flow the most efficient it can be?

We can assist in the design, usage and implementation of various CRMs. We are very experienced in helping organizations with the CRM's required governing rules, prioritizations, and ownership levels in order to ensure client complaints, issues or tickets are responded to appropriately in the client's defined time frames.

CUSTOMER SERVICE

ENTERPRISE RISK & HUMAN CAPITAL MANAGEMENT

1. Do you have a good risk program? Do they need help getting to the next level?
2. Need help in assessing and controlling threats in your company's capital and earnings?
3. "All of life is the management of risk, not its elimination" – Walter Wriston
4. We can identify your corporate infrastructure issues to drive down costs.
5. Financial uncertainty, legal liabilities, strategic management errors, accidents, and natural disasters? We can help with that.

We can assist in the interim management of organizations, departments, and functions while our clients are sourcing a permanent placement or implementing a more permanent arrangement. We have vast experience in this service, particularly while implementing turnaround activities. An alternative option would be to rely upon Zynergia HR to assist in more advanced activities required by the client while offering mentoring to the internal personnel currently in place.

HUMAN RESOURCES

1. Need help in recruitment and onboarding?
2. Need help in compensation and benefits reviews?
3. Are you looking for an administrative expert?
4. Need help with your employees' training and development?
5. Need help in performance management?

Zynergia HR can design and implement executive level assessment tools to allow the gauging of skill levels and scalability of departments, teams, and individuals. Skill level assessments, growth potential evaluations, creation and implementation of performance and training programs can also be developed in order to effectively develop the client's personnel to higher skill and leadership levels.

HUMAN CAPITAL MANAGEMENT

Zynergia HR can design and implement systematic evaluation processes in order to facilitate a scalable staffing model with the identification of skill level deficits within functional areas and the corrective actions required to bolster the various areas including succession planning, management upgrades, personnel replacements, and other cultural changes to achieve the companies' desired results.

1. Need help picking up the pieces?
2. Need help managing transition?
3. Do you need to improve processes and procedures?
4. Need a neutral advisor on sensitive issues?
5. Need new strategies to improve productivity?

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INTERIM MANAGEMENT & MENTORING

TAKE ADVANTAGE OF OUR RESOURCES

Zynergia HR has developed many significant and closely held relationships with PEOs, Staffing Companies, TPAs, and particularly Brokers. This network of relationships can bring to bear and allow Zynergia HR clients significant advantages in accessing unique coverage alternatives, back-office servicing arrangements, access to large risk programs, access to deep industry knowledge and experiences, industry intelligence, etc.

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The logo for Zynergia features the word "Zynergia" in a serif font. The letter "y" is stylized with a green swoosh that extends upwards and to the right, crossing over the top of the "n".