



Lou Bologna, RHU, CLU  
President & Founder

Our mission is to help you be successful. We do this by helping you retain and attract the best team of qualified employees. We take the headaches off of your company and manage the challenging employee functions necessary to run a business. Our job is the non-revenue generating management of payroll, human resources, Workers' Compensation and offering a fortune 500-benefit program to your winning team. This allows you to be more competitive and win in today's fierce market place.

Thank you for your interest in our company.

*Article from the September 2002 SBN Magazine*

**The American Group is the proud winner of the . . . . 2002 Cascade Capital Business Growth Award**

## **What a PEO Can Do for You**

**How the local American Professional Employer helps businesses do what they do best!**

Why use the American Professional Employer (TAPE), a Professional Employer Organization (PEO)? "...it avoids payroll, INSURANCE and tax hassles. The Staffers are happier, too, because they get better benefits." (Wall Street Journal) If you were an employer in Florida, Texas, or California the decision would be, which PEO should I outsource my Human Resources, payroll, employee benefits and Workers' Compensation to? By doing this, you are turning over the time-consuming and burdensome employee-related functions to experts. For companies who are very bottom-line conscious, the PEO concept is a great way to cut costs and improve efficiencies. In deciding if TAPE, or any PEO, is the right route for your business, it is important that certain criteria are met (visit [www.napeo.org](http://www.napeo.org)). TAPE's impressive growth of 300% over the past 24 months, through mostly word of mouth, speaks for itself, as does our 98% retention rate with our clients. We are thankful to be recognized as a 2002 Cascade Business Growth Award winner and we thank our clients for their continued patronage. Our goal is to take our clients out of the "business of employment," and provide them with more time to focus on the "business of their business" and bottom-line.

TAPE offers their clients a wide variety of services: comprehensive human resources, "Fortune 500" Healthcare and benefits, Workers' Compensation, safety and risk, payroll, tax filing and administration, Federal and State compliance and financial banking services. Upon contracting with TAPE, the client enters into a co-employment relationship. This means TAPE now shares and assumes substantial employer responsibilities. However, the client maintains control over their business. We become the back room for our clients working to improve employee satisfaction, retention, and the ability to attract and retain high-caliber and growth-minded employees.

One of the many attractive advantages we provide our clients is a much wider selection of benefits at a favorable cost. Our clients have experienced only modest healthcare increases over the past 6 years averaging less than 9%. The medical rates for our fully insured program will only increase by 5% for 2003. This is unprecedented when you consider the average increases for Northeastern Ohio is greater than 25%. It truly is a win-win situation.