



The Most Affordable PEO for Your Clients

Decent uses coemployment to band together small employers to give them access to an exclusive health plan, world class HR and compliance, and simple payroll.

Features

Payroll

- Payroll processing
- Online payroll submissions
- Custom payroll reporting
- Time and attendance
- Direct deposits
- Payroll tax withholding and reporting
- Pre tax benefit withholding (Section 125 administration)
- PTO request, approval, and tracking
- 1099 payments
- Manager and employee self service
- General ledger mapping
- W2 administration
- Federal, state and local tax filing

Service

- Designated Customer Service Rep per member
- Designated Account Manager per employer
- Live support chat
- Health Insurance claims advocacy

Available add ons

- Custom HR workflows
- HR support center
- Background checks
- Applicant tracking system
- Shift scheduling
- Employee geo tracking
- Branded and mailed swag

HR support

- Employee HRIS platform (web and mobile)
- Online employee onboarding and offboarding
- I9 compliance
- PTO policy development
- Performance management
- Digital HR document storage
- Org chart creation and updates
- Trusted advisor access

Risk management

- Workers compensation administration
- Employment practices liability insurance (EPLI)

Employee Benefits

- Full service benefits administration
- **Proprietary Group Medical**
- Group Dental
- Group Vision
- Integrated FSA and HSA options (Section 125)
- Retirement Benefit Plan (401k)
- Cobra Administration
- Medical Eligibility Tracking
- Open Enrollment Management and Communications

You're doing these things now. Let's make it cheaper, easier, and better with Decent.
All this for \$25 per employee per month



Decent's exclusive health plans

Our health plans with premiums priced 30-40% below market rate along with benefits like free primary care, \$0 medical deductibles, and member specific designated customer support. Here's what you're missing,

Plan names	Zero	Traditional
Plan description	Our plan suite without medical deductibles and Direct Primary Care (DPC).	A HDHP that functions with a broader network of Primary Care Physicians (PCPs).
HSA-compatible?	No	Yes
Primary care	FREE primary care	Fully covered after deductible
PCP options	In-person & virtual DPCs	Broad network PCPs
Individual / Family deductible	See below	\$3,000/ \$6,000
Individual / Family medical deductible	\$0 / \$0	N/A
Individual / Family pharmacy deductible	\$5,500 - \$0 \$11,000 - \$0	No separate pharmacy deductible
Individual / Family out of pocket max	\$8,150 - \$2,000 \$16,300 - \$4,000	\$3,000 / \$6,000

Pharmacy	Zero	Traditional
Preventive medications	N/A	\$15 copay or less
Generic drugs	\$5 copay or less	Fully covered after deductible
Preferred brand drugs	\$25 copay or less	Fully covered after deductible
Non-preferred brand drugs	\$200 copay or less	Fully covered after deductible
Specialty drugs	50% coinsurance after pharmacy deductible	Fully covered after deductible

Extended care	Zero	Traditional
Labs	\$50 - \$0 copay	Fully covered after deductible
Specialist visits	\$85 - \$0 copay	Fully covered after deductible
Physical, occupational, and speech therapy	\$85 - \$0 copay	Fully covered after deductible
Mental health office visits	\$50 - \$0 copay	Fully covered after deductible
X-rays & diagnostic imaging	\$50 - \$0 copay	Fully covered after deductible
Emergency room visits	\$500 - \$0 copay	Fully covered after deductible
Urgent care	\$100 - \$0 copay	Fully covered after deductible
Emergency medical transportation	\$1,000 - \$0 copay	Fully covered after deductible
Outpatient facility	\$1000 - \$0 copay	Fully covered after deductible
Outpatient professional	\$500 - \$0 copay	Fully covered after deductible
Inpatient hospital	\$3,000 - \$500 copay per day for a max of 2 days	Fully covered after deductible