

2006 Annual Services Report Service Annual Survey

Professional Employer Organizations

U.S. DEPARTMENT OF COMMERCE
Economics and Statistics Administration
U.S. CENSUS BUREAU



FORM

SA-56133

140 SAS_G
561330

REPORT DUE

Any questions call **1-800-772-7851**
M-F, 8:30 a.m. to 5:00 p.m. EST.

Please correct any error in the name, address, or ZIP Code.

YOUR RESPONSE IS REQUIRED BY LAW

Title 13, U.S. Code, requires businesses and other organizations that receive this questionnaire to answer the questions and return the report to the Census Bureau.

YOUR RESPONSE IS CONFIDENTIAL BY LAW

Title 13, U.S. Code, requires that your response may be seen only by persons sworn to uphold the confidentiality of Census Bureau information and may be used only for statistical purposes. The law also provides that copies retained in your files are **immune from legal process.**

YOUR RESPONSE IS IMPORTANT

The services industries account for nearly 70 percent of all economic activity. We conduct this survey to obtain timely, comprehensive and consistent measures needed by policy-makers, businesses, and the public to accurately assess domestic economic performance.

Annual Services Report

- This report should be completed and returned on or before the due date in the preaddressed envelope provided.
- If filing within the required time frame will cause an undue burden and you would like an extension, or if you have any questions, please write to:

**U.S. CENSUS BUREAU
1201 East 10th Street
Jeffersonville, IN 47132-0001**

or call a Census Bureau Representative at 1-800-772-7851, weekdays from 8:30 a.m. to 5:00 p.m., eastern standard time.

1 Report Coverage

This report covers all domestic locations operated by your company and its subsidiaries primarily engaged in providing human resources and human resource management services to staff client businesses. This form applies to professional employer organizations, employee leasing services, and other locations providing labor or staff leasing services. Professional employer organizations typically acquire and lease back some or all of the employees of their clients and serve as the employer of the leased employees for payroll, benefits, and related purposes.

Does the above coverage describe this firm's business activity?

- 0001 1 Yes – Go to 2
- 2 No – Specify the firm's business activity and complete the report where applicable beginning with 2. →
- 0002

2 Report Periods

What periods of time will this data represent?

- Report data for the 2006 calendar year if possible.
- For locations that were sold or acquired during a year, only report for the periods that this firm operated the locations.

0006 1 2006 calendar year – Go to 3

2 Other than calendar year – Enter the periods this report will cover.
(e.g., fiscal years, periods with less than a full calendar year).

| | | 2006 | | |
|------|-------------|-------|-----|------|
| | | Month | Day | Year |
| 0007 | From | | | |
| 0008 | To | | | |

3 Operating Revenue

Report the total operating revenue for this firm's locations defined in 1 for the following categories.

- Enter "0" where applicable.
- Estimates are acceptable.

Exclude:

- Transfers made within the company.

| | | 2006 Operating Revenue | | | | | |
|----|--|------------------------|------|-------|------|--|--|
| | | Bil. | Mil. | Thou. | Dol. | | |
| 1. | Gross billings/professional service fees – Report the professional service fee, or gross billings, for the company. | 3271 | \$ | | | | |
| 2. | Direct costs of worksite employees – Report salaries, wages, employment-related taxes, benefit premiums, and worker's compensation insurance costs, for PEO worksite employees. | 3272 | \$ | | | | |
| 3. | NET REVENUE – Difference between lines 1 and 2. | 1800 | \$ | | | | |

4 Source of Revenue

Report the source of revenue as a percentage of this firm's gross billings for the following categories.

| | | | | | |
|----|---|------|---|------|-------------|
| 1. | Co-employment with payroll, benefits, and human resource services – Report revenue from co-employment services where your firm assumes responsibility for payroll related activities, the administration of benefits, and human resource functions. | 3273 | | 2006 | % |
| 2. | Payroll services – Report revenue where your firm assumes responsibility for payroll related activities (i.e., payment of employee wages, maintenance of pay records, filing of government payroll forms, withholding of taxes and depositing of funds into government accounts, garnishing wages, paying unemployment insurance premiums, and administering worker's compensation). | 3274 | | | % |
| 3. | Payroll and benefit services – Report revenue where your firm assumes responsibility for payroll-related activities (i.e., payment of employee wages, maintenance of pay records, filing of government accounts, garnishing wages, paying unemployment insurance premiums, and administering worker's compensation) and the administration of benefits (i.e., health, retirement, life, dental, supplementary health, and disability). | 3275 | | | % |
| 4. | Payroll and human resource services – Report revenue where your firm assumes responsibility for payroll related activities and human resource functions (i.e., counseling, personnel document preparation, employee assessment, training, regulatory compliance, and risk management). | 3276 | | | % |
| 5. | All other operating revenue – Revenue not reported in lines 1–4. | 3277 | + | | % |
| | | | | | 100% |

5 Operating Expenses

Report operating expenses for this firm's locations as defined in 1 for the following categories.

- Enter "0" where applicable.
- Estimates are acceptable.

Exclude:

- Transfers made within the company
- Capitalized expenses
- Interest
- Bad debt
- Impairment
- Income tax

Personnel Costs

2006 Operating Expenses

Bil. Mil. Thou. Dol.

- | | | | | | | |
|---|------|----|--|--|--|--|
| <p>1. Gross annual payroll – Total annual Medicare salaries and wages for all employees, (including worksite employees of professional employer organizations) as reported on your firm's IRS Form 941, Employer's Quarterly Federal Tax Return, line 5(c) for the four quarters that correspond to the survey period.</p> | 1821 | \$ | | | | |
| <p>2. Employer's cost for fringe benefits – Employer's cost for legally required programs and programs not required by law. Include insurance premiums for hospital plans, medical plans, and single service plans (e.g., dental, vision, prescription drugs); premium equivalents for self-insured plans and fees paid to third-party administrators (TPAs); defined benefit pension plans; defined contribution plans (e.g., profit sharing, 401K and stock option plans); and other fringe benefits (e.g., Social Security, workers' compensation insurance, unemployment tax, state disability insurance programs, life insurance benefits, Medicare). Exclude employee contributions.</p> | 1822 | \$ | | | | |
| <p>3. Temporary staff and leased employee expense – Total costs paid to Professional Employer Organizations (PEOs) and staffing agencies for personnel. Include all charges for payroll, benefits, and services.</p> | 1823 | \$ | | | | |

Expensed Materials, Parts and Supplies (not for resale)

- | | | | | | | |
|---|------|----|--|--|--|--|
| <p>4. Expensed equipment – Expensed computer hardware and other equipment (e.g., copiers, fax machines, telephones, shop and lab equipment, CPUs and monitors). Report packaged software in line 6. Report leased and rented equipment in line 8.</p> | 1824 | \$ | | | | |
| <p>5. Expensed purchases of other materials, parts, and supplies – Materials and supplies used in providing services to others; materials and parts used in repairs; office and janitorial supplies; small tools; containers and other packaging materials; and motor fuels.</p> | 1825 | \$ | | | | |

Expensed Purchased Services

- | | | | | | | |
|--|------|----|--|--|--|--|
| <p>6. Expensed purchases of software – Purchases of prepackaged, custom coded, or vendor customized software. Include software developed or customized by others, web-design services and purchases, licensing agreements, upgrades of software; and maintenance fees related to software upgrades and alterations.</p> | 1826 | \$ | | | | |
| <p>7. Purchased electricity and fuels (except motor fuels) – If the cost of electricity and heating fuels (e.g., natural gas, propane, oil, coal) are included in lease or rental payments, report in line 8.</p> | 1827 | \$ | | | | |
| <p>8. Lease and rental payments – For land, buildings, offices, structures, machinery, equipment, and other tangible items. Include lease and rental of transportation equipment without operators; and penalties incurred for broken leases. Exclude capital and financing lease agreements and licensing/leasing of software.</p> | 1828 | \$ | | | | |

5 Operating Expenses – (Continued)

Report operating expenses for this firm’s locations as defined in 1 for the following categories.

- Enter "0" where applicable.
- Estimates are acceptable.

Exclude:

- Transfers made within the company
- Capitalized expenses
- Interest
- Bad debt
- Impairment
- Income tax

Expensed Purchased Services – (Continued)

9. **Purchased repair and maintenance** – Include expensed repair and maintenance to buildings and integral building components (e.g., elevators, heating and cooling systems), structures, offices, machinery, vehicles, equipment, and computer hardware. **Exclude** materials, parts, and supplies used for repair and maintenance performed by this firm’s employees. Report janitorial and grounds maintenance services in line 13. 1829

| 2006 Operating Expenses | | | |
|-------------------------|------|-------|------|
| Bil. | Mil. | Thou. | Dol. |
| | | | |
| \$ | | | |

10. **Purchased advertising and promotional services** – Include marketing and public relations services. 1830

| | | | |
|----|--|--|--|
| | | | |
| \$ | | | |

Other Operating Expenses

11. **Depreciation and amortization charges** – Include depreciation charges taken against tangible assets owned and used by your firm, tangible assets and improvements owned by your firm within leaseholds, tangible assets obtained through capital lease agreements, and amortization charges against intangible assets (e.g., patents, copyrights). **Exclude** impairment. 1831

| | | | |
|----|--|--|--|
| | | | |
| \$ | | | |

12. **Governmental taxes and license fees** – Payments to government agencies for taxes and licenses. **Include** business and property taxes. **Exclude** income taxes, and sales and excise taxes collected from customers. 1832

| | | | |
|----|--|--|--|
| | | | |
| \$ | | | |

13. **All other operating expenses** – Report all other operating expenses not reported above, unless specifically excluded in the general instructions at the top of the page. **Exclude** purchases of merchandise for resale and non-operating expenses. 1899

| | | | |
|----|--|--|--|
| | | | |
| \$ | | | |

14. **TOTAL OPERATING EXPENSES** – Sum of lines 1–13. 1900

| | | | |
|----|--|--|--|
| | | | |
| \$ | | | |

6 Not Applicable

7 Sales Tax

Were sales taxes or other taxes (i.e. amusement occupancy, use, etc.) collected from customers and forwarded directly to taxing authorities?

- 0032 1 Yes – **What was this firm's sales taxes?**
- 2 No – Go to **8**

| 2006 Sales Taxes | | | |
|------------------|------|-------|------|
| Bil. | Mil. | Thou. | Dol. |
| 2200 | | | |
| \$ | | | |

8 E-Commerce Revenue

E-commerce includes sales and receipts from any transaction completed over an Internet, extranet, EDI network, electronic mail or other online system. Transactions are agreements between buyers and sellers to transfer ownership of, or rights to use, goods or services. Payment for these goods and services may or may not be made online.

Did the revenue reported in **3** include any e-commerce revenue?

- 0011 1 Yes – **What was this firm's e-commerce revenue?**
- 2 No – Go to **9**

| 2006 E-Commerce Revenue | | | |
|-------------------------|------|-------|------|
| Bil. | Mil. | Thou. | Dol. |
| 2000 | | | |
| \$ | | | |

9 Export Revenue

An exported service is a service performed for a customer or client (individual, government, business establishment, etc.) located outside the United States (i.e., outside the 50 States, District of Columbia, U.S. Commonwealth Territories, or U.S. possessions).

Include:

- Services performed for unaffiliated and affiliated foreign firms (i.e., foreign parent firms, subsidiaries, branches, etc.).

Exclude:

- Services provided to domestic subsidiaries of foreign firms.

Did the revenue reported in **3** include any revenue from exports?

- 0009 1 Yes – **What was this firm's revenue from exports?**
- 2 No – Go to **11**

| 2006 Export Revenue | | | |
|---------------------|------|-------|------|
| Bil. | Mil. | Thou. | Dol. |
| 2100 | | | |
| \$ | | | |

10 Not Applicable

General Instructions

- Report data on an accrual basis, except for payroll.
- Dollars should be rounded to the nearest dollar.
- If a figure is \$1,030,280,456 it should be reported as →

| Bil. | Mil. | Thou. | Dol. |
|------|------|-------|------|
| 1 | 030 | 280 | 456 |

Item Specific Instructions – All Firms

Item 3 – Operating Revenue

Include:

- Report gross billings, **except** where noted elsewhere on the form.
- Dues and assessments from members and affiliates.

Exclude from operating revenue:

- Taxes collected directly from customers or clients and paid directly to a local, state, or federal tax agency.

Instructions for Taxable Firms

Item 3 – Operating Revenue

Include:

- Amounts received for work subcontracted to others.
- For locations that were sold or acquired during a year, only report for the periods that this firm operated the locations.
- Revenue from services performed by domestic locations of foreign parent firms, subsidiaries, branches, etc.

Exclude:

- Rents from and revenue of separately operated departments, concessions, etc., which are leased to others.
- Commissions from vending machine operators.
- Revenue of foreign subsidiaries (those located outside the U.S., i.e., outside the 50 states, District of Columbia, U.S. Commonwealth Territories, or U.S. Possessions).

Instructions for Tax-Exempt Firms

Item 3 – Operating Revenue

Include:

- Program service revenue for services provided in 2006, whether or not payment was received in 2006.
- Gross sales of merchandise minus returns and allowances.
- Income from interest, dividends, gross rents (including display space rentals and share of receipts from departments operated by other companies), royalties, and other investments.
- Gross contributions, gifts, and grants (whether or not restricted for use in operations).
- Commissions earned from the sale of merchandise owned by others (including commissions from vending machine operators).
- Gross receipts from fundraising activities.

Exclude:

- Gross receipts of departments or concessions operated by other companies
- Amounts transferred to operating funds from capital or reserve funds.

Item Specific Instructions – All Firms

Item 5 – Operating Expenses

Line 1 – Gross annual payroll

Include salaries and wages, commissions, dismissal pay, bonuses, employee contributions to Social Security, income tax withholding, union dues, group insurance premiums, savings bonds, cash equivalent in-kind, allowances, holiday pay, vacation pay, sick leave, stock purchase plans, and employee contributions to pension plans. **Exclude** the cost of leased employees, employer's cost for fringe benefits, temporary staff obtained from temporary help services. For unincorporated businesses, **exclude** profit or other compensation of proprietors or partners.

All other operating expenses

Include travel and entertainment; postage, shipping or delivery services, warehousing, and storage services; royalties; security services; janitorial and grounds maintenance services; purchased transportation with operators; and other expenses not reported elsewhere.