



## Your Nonprofit Choice for Human Resource and Unemployment Solutions

UST enables your nonprofit to save thousands on unemployment costs annually, get answers to complex HR questions and issues, and gain access to award-winning outplacement services.

Learn why more than 2,200 nonprofits have chosen UST to be their unemployment and human resources solution provider.



# UST Workforce Solutions

By nonprofits. For nonprofits. UST Workforce Solutions provides nonprofit organizations with access to cost-saving programs and services that improve their ability to attract, retain, and engage employees. For more than 40 years UST has been helping nonprofit employers save money, reduce risk, and gain operational efficiencies so their teams can do more to impact their communities.

## UST Trust

UST Trust helps 501(c)(3) reimbursing employers save money on unemployment costs while building a financial asset. Trust members also receive access to expert HR tools, claims management services, hearing representation, e-filing, and outplacement services.

The UST Trust Program offers unparalleled benefits tailored for reimbursing nonprofits. By choosing UST Trust, your contributions build a self-funded reserve account instead of paying state unemployment taxes, creating a sizable financial asset for your organization.

### *Is Reimbursing Right for Your Organization?*

*Tens of thousands of 501(c)(3) nonprofit organizations have become reimbursing employers—taking advantage of a federal law that allows nonprofits to opt out of paying state taxes for unemployment, instead allowing them to reimburse the state for their own unemployment expenses as they occur, dollar-for-dollar. For nonprofits with stable employment, **the savings were significant—often 60% or more on their unemployment expenses.***

## UST Support

UST Support provides access to our most popular unemployment and HR management tools while allowing direct reimbursing participants to maintain full control of their funding. UST Support also provides several key features specifically designed for tax-rated employers—including rate forecasting, which is an aid used to help with budgeting and cash flow management.

UST Support is a suite of workforce solutions designed to help nonprofit employers save money, add capacity to your HR team, and streamline unemployment claims.

- [Cloud-based HR platform to manage all your workforce needs](#)
- [Award-winning outplacement adds impact to your job severance package](#)
- [Expert claims management solution helps you mitigate SUI costs](#)

## UST Secure

**Protect your financial stability from unexpected employment volatility with our fully insured unemployment solution—UST Secure.**

UST Secure is a fully insured program that provides full coverage for all claims under the coverage limit within the year, as well as access to claims management tools, certified HR guidance, and award-winning outplacement services. For 501(c)(3) nonprofits who want the peace of mind that comes with a fully insured program, UST Secure brings comprehensive first dollar insurance coverage plus our expert claims management solution.

## Award Winning Outplacement Services★

Offboarding is a critical, but often overlooked part of the HR process. An employee termination or layoff is difficult and requires a significant amount of work from your team.

With UST's Outplacement Services, you have the tools and support needed to build a separated employee's confidence and accelerate their time to land their next job, saving you money on unemployment expenses while demonstrating your commitment to your staff. Providing outplacement will have a direct impact on your organization's bottom line.

### Outplacement Services powered by INTOO

- *One-on-one career coaching available 7 days a week*
- *Interactive coaching support and on-demand webinars*
- *Award-winning platform helps candidates to quickly identify new opportunities*
- *Support with resumes, cover letters, LinkedIn profile writing, and pitch statements*
- *Interview video coaching and social media strategies*
- *Salary negotiation, personal branding, networking, and expert support*
- *Online career center*

## UST HR Workplace, Powered by Mineral★

**Cloud-based HR solution for 501(c)(3) nonprofits.**

UST understands the unique challenges that 501(c)(3) nonprofits face in managing human resources effectively. With UST HR Workplace your team can build efficiency into HR workflows, ensure compliance to mitigate financial and reputational risk, and get empowered with resources that can do more for your employees.

Special member savings available through your association's partnership with UST.

**Ask us how you can save \$240 annually for UST HR Workplace!**

### Unlimited Live HR Support

- On-demand HR Advisors available to support HR needs, offer a second opinion, or provide coaching on critical workforce issues
- Senior level HR professionals with PHR® and SPHR® designations
- Customized support based on an organization's sector, employee count, and state location

### Employee Training – Complete Learning Management System (LMS)

- Training solutions that give you the power to create a safer workplace with less risk
- More than 300 compliance-related courses are featured, covering such topics as Harassment prevention, Safety & OSHA, Compliance, Diversity, and much more
- Diverse trainings suitable for new hires as well as skill development opportunities for existing employees

### Smart Employee Handbook Builder

- Build federal and multi-state compliant handbooks with Spanish translation available
- Stay current year-round with the latest HR and legal employment policies
- Receive timely state and federal policy alerts and updates
- Fully editable and customizable to your nonprofit's unique policies, philosophy, and culture

### HR Compliance Resource Center

- Thousands of forms, documents, and tools at your fingertips when you need them
- Compliance guidelines and checklists
- HR Audit Checklist
- Job description builder
- Performance review tools
- Salary benchmarking

## ► Comprehensive Unemployment Claims Administration ★

To help save money and reduce financial risk, UST nonprofits have access to a standardized and centralized process to **efficiently manage state unemployment claims** from notification to final decision.

With UST as your claims administrator, you gain a partner with industry-leading expertise, an easy-to-use online management system, and a comprehensive suite of services aimed at reducing costs and enhancing workflow efficiency.

### Dedicated Claim Advisor

- Experienced in state-specific law and regulated knowledge
- Expert guidance through complex unemployment questions, giving your team the confidence to address unemployment matters effectively
- Built-in workflow efficiencies that improve accuracy in unemployment claims management

### Expert Hearing Representation

- Prepare and present opening and closing arguments
- Prepare documentation
- In-person or virtual attendance
- Ensure your organization is well-represented with the best chance of a favorable outcome

### CaseBuilder Online Management System

- Cloud-based portal designed to revolutionize the way organizations handle unemployment claims
- Online claims monitoring
- Centralized compliance management
- Financial reports tool to forecast future liability
- Simplifies workflow, enhances visibility, and ensures compliance with UI integrity legislations

### Benefit Audits and Tax Rate Forecasting

- Benefit audits and tax rate forecasting
- Allowing your organization to make informed decisions and strategically plan for future financial obligations

## Discover what Current Members Are Saying about UST...

*"UST provides so much more than an improved process for handling UI costs. Their scope of services not only saves money, but makes the process so much more manageable, especially from an HR perspective! UST truly understands nonprofits!"*

**Pathways PA, Inc.**

*"We are a relatively small organization without the resources to have a fully staffed administrative team. In other words, many hats are worn by our administrative staff, and the ability to utilize UST and all of its services is of great benefit."*

**Center for Accessible Living, Inc.**

*"In practice, how many payables transform into literal assets? UST builds financial assets, provides tremendous HR support, and offers incredible thought leadership related to employment matters. As a CEO, I would find it difficult to replace the value that UST brings to our organization."*

**Georgia Center for Nonprofits**

# Solutions Comparison Chart

Benefits	UST Trust	UST Support (Tax-rated)	UST Support (Reimbursing)	UST Secure <sup>1</sup>	UST HR Workplace
▶ Self-funded reserve asset, managed by UST	✓				
▶ Unemployment tax rate management tools	✓	✓			
▶ Live HR hotline with certified experts	✓	✓	✓	✓	✓
▶ 300+ on-demand training & compliance courses	✓	✓	✓	✓	✓
▶ Individual tracking of employee training courses	✓	✓	✓	✓	✓
▶ 1000s of HR templates + free HRCI webinars	✓	✓	✓	✓	✓
▶ Job description & employee handbook builder	✓	✓	✓	✓	✓
▶ Interactive employee classification tool	✓	✓	✓	✓	✓
▶ Outplacement & career transition services	✓	✓	✓	✓	
▶ Audits of benefits charges for state errors	✓	✓	✓	✓	
▶ Dedicated claims rep with state-specific expertise	✓	✓	✓	✓	
▶ Local unemployment hearing representation	✓	✓	✓	✓	
▶ Reporting, protesting & actuarial forecasting	✓	✓	✓	✓	
▶ Stop-loss protection for catastrophic claims	✓	*	*	*	
▶ Refund for positive claims history (Year 3+)	✓				
▶ Conservative investment to offset administrative costs	✓				

\* Additional stop loss available for purchase.

# Discover the Unique Benefits and Savings Available to Your Nonprofit!

By leveraging the experience of 2,200+ nonprofits, UST Workforce Solutions offers access to much-needed, cost-savings workforce solutions in HR, administration, and risk management to help as they build strong, effective workforces.

Request your FREE savings analysis today to find out which UST program can benefit your organization!

## Contact Us

Email: [info@ChooseUST.org](mailto:info@ChooseUST.org)

Phone: 1-888-249-4788

Fax: 1-805-566-4921



(scan me)

*Be sure to mention if you're affiliated with one of our partners to receive your exclusive member-only benefits, including:*

- Free 60-Day Trial of UST HR Workplace
- Complimentary 2-Year Unemployment Savings Projection
- A \$240 annual savings for UST HR Workplace
- Exclusive Nonprofit Content and State-Specific News

## UST Partners with Nonprofit Associations Across the U.S.



**Empowering nonprofit employers to grow and engage their workforce through cost-saving workforce solutions.**