

# WHAT IS A PEO?

A PROFESSIONAL EMPLOYER ORGANIZATION (PEO) IS A BUSINESS ENTITY THAT PROVIDES HUMAN RESOURCES OUTSOURCING SERVICES TO CLIENT COMPANIES USING A CO-EMPLOYMENT RELATIONSHIP.

# HOW DOES A PEO WORK?

SMALLER BUSINESSES ARE POOLED TOGETHER UNDER THE PEO ENTITY TO PROVIDE MAXIMUM LEVERAGE IN PRICING AND SERVICE FOR A VARIETY OF BUSINESS FUNCTIONS.

# WHAT CAN A PEO PROVIDE FOR MY COMPANY?

HR Services

Group Health Plans at favorable rates

Payroll processing

Workers compensation insurance

Onboarding and offboarding support

Online portal for benefits & HR

Compliance with state & federal laws

## SHOULD I CONSIDER A PEO?

- ⇒ Are you looking for support around compliance, HR or Labor Laws?
- ⇒ Are you looking for affordable health insurance benefits?
- ⇒ Do you love the idea of consolidating your HR/Payroll/Benefits functions under a single umbrella to help them all flow smoothly?

## A PEO WILL NOT

**Run or control your business.** While they will provide you access to HR professionals for advice and guidance, you maintain control of the business and operational decisions

**Replace your HR staff.** While a good PEO will provide HR expertise to your team, it is meant to compliment, not replace the professionals you already employ.

**Cause disruption to your workplace.** The biggest change will be that the PEO's name will now appear on employee paychecks but other than that, most of the changes will be enhancements designed to streamline processes.

