
What is a PEO?

“A professional employer organization (PEO) is a firm that provides a service under which an employer can outsource employee management tasks, such as employee benefits, payroll and workers' compensation, recruiting, risk/safety management, and training and development”. Source: Wikipedia

Why choose FILCO to help you find a PEO?

There are many benefits of having FILCO as your PEO expert! With over 700 PEOs on the market today, it is important to understand and realize that not all PEOs are created equal! At FILCO, we have a PEO department conducting extensive research to ensure we are partnering with the industry leading PEOs. We are acutely aware of each PEOs strengths and capabilities, and our PEO department will use their expertise to guide you to the PEO that best fits your clients' needs. With FILCO, you benefit from our cultivated and strong relationships with each of our PEO partners. We meet and communicate regularly to discuss the latest plan designs, industry changes, market trends and strategies as well as possible Broker bonus opportunities. The volume of PEO business FILCO submits to each of our PEO partners make us a formidable ally to negotiate and secure the best plans, rates and fees for your clients on your behalf. Together, with your insurance knowledge and our PEO expertise, we can collaborate to ensure your client is presented with the most comprehensive PEO solution.

Misconceptions of a PEO

Clients may be hesitant to explore a PEO based on the “co-employment” concept and may assume that the PEO will “take control” over the business. This is completely not true! The PEOs want to provide support and guidance whenever and wherever needed. Clients are free to hire/fire and operate their business as they deem appropriate and necessary. By partnering with a PEO, clients will have an expert organization that can provide valuable resources and advice to allow the client to focus on their business, not their Human Resource headaches!

Ideal Industries for a PEO

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| • Technology firms | • Professional & Business Services | • Marketing and Advertising |
| • Financial Services | • Private Charter Schools | • Not-for-Profit |
| • Healthcare | • Media and Publishing | • Start ups |

Top 5 Reasons a Client should consider a PEO!

1. Avoid lawsuits! PEOs limits your vulnerability to a lawsuit by implementing safety protocol and procedures
2. ACA Compliance: The PEO will assume the burden of government mandated reporting requirements!
3. Recruit and retain top talent by offering a PEO's Fortune 500 benefits!
4. Reduce overall business overhead expenses by bundling the cost of payroll, benefits and Workers Comp.
5. By partnering with a PEO, you can concentrate on your business and leave the HR headaches to them!