

WHAT IS A PEO?



HOW PARTNERING WITH A PEO CAN IMPROVE YOUR BUSINESS!

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; this is often referred to as a co-employment relationship". Source: Wikipedia

WHY DO I NEED A PEO? A PEO can offer Human Resource support in the following areas:

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| ✓ PAYROLL ADMINISTRATION | ✓ ACA COMPLIANCE |
| ✓ BENEFIT ADMINISTRATION | ✓ FORTUNE 500 BENEFIT OPTIONS |
| ✓ TAX REPORTING | ✓ QUARTERLY AND YEARLY FILING |
| ✓ WORKERS COMPENSATION | ✓ COBRA/UNEMPLOYMENT ISSUES |
| ✓ HR LEGAL CONCERNS | ✓ WORKPLACE SAFETY ISSUES (OSHA) |

WHAT ARE SOME OF THE BIGGEST FEARS FOR BUSINESS OWNERS?

THE RIGHT PEO CAN HELP EASE OR ELIMINATE THESE FEARS.

LAWSUIT PROTECTION: Most PEOs can provide civil defense and employee liability insurance in case a former employee sues the company for discrimination or wrongful termination. A PEO shares in the employee-related matters and can limit liability and vulnerability by providing sound legal advice as well as implementing safety protocols and procedures to reduce your risk.

IS YOUR BUSINESS ACA COMPLIANT? ARE YOU PREPARED FOR A DOL AUDIT?

Most PEOs will assume the burden of the government mandated reporting requirements as well as prepare the necessary compliance forms for you/your employees such as the cumbersome 1094/1095 forms. A PEO will also ensure that your company is in compliance with ERISA and protected from the ACA "play or pay" penalties!

CAN YOU RECRUIT AND RETAIN TOP TALENT WITH YOUR CURRENT BENEFIT PACKAGE?

Under the employment umbrella of a PEO, employees will be able to enroll in a robust benefit package comparable to a Fortune 500 company! Such rich benefits will attract and retain valuable employees!

ARE YOU LOOKING TO SAVE MONEY AND REDUCE YOUR OVERALL BUSINESS EXPENSES?

Since a PEO has a large buying power, they can offer a substantial savings on the workers compensation policy, medical benefits and payroll costs. These savings can be transferred to the business owner to help establish a fixed cost and maintain a realistic yearly budget.

YOU CAN CONCENTRATE ON YOUR BUSINESS AND LEAVE THE HR HEADACHES TO THEM!

Our PEO experts can help you meet your short and long term goals to help grow your business!

NOTE: NOT ALL PEOS ARE CREATED EQUAL! With over 700 PEOs on the market today, we can provide you with our guidance and expertise as to which PEO would be right for you/your company!

If you are interested in more information to consider if a PEO is right for your company call: 732-704-5079.