

Easing the Load Off Your Shoulders

Benefits of Using a P.E.O. for Your Business

As a business owner, there are a variety of responsibilities that you must attend to on a daily basis – i.e. meetings with clients, payroll taxes, replacing employees, etc.

Remember that you are only one person, and that there are resources out there that can assist you, while spending much of the time going through paperwork and other responsibilities that you need to address as a business owner.



Specifically, there are three areas that always need attention:

- **Human resources;**
- **Legal issues; and**
- **Administrative duties.**

This is where the Professional Employer Organization (P.E.O) can assist you in helping you grow your business, while assisting you with the above matters.

What a P.E.O. Does

A P.E.O. can help you as a business owner by assisting you with the human resources and administrative responsibilities, while you can spend more time catering to your existing customer base and expanding it.

They will help you manage in the following areas:

- **Payroll and tax filings;**
- **Unemployment and workers' compensation reports; and**
- **Compliance with federal and state regulations.**

Additionally, a P.E.O. can help you compete more aggressively with larger companies for new employee talent as well as use economies of scale to bring you 401(k) and health insurance plans at a more affordable rate.

Why Business Use a P.E.O?

A relatively young and dynamic industry, the demand for a P.E.O. has increased substantially due to a number of trends that have taken place in the market.

The main three trends are:

- **Increase in the complexity of workplace regulations;**
- **Rise in awareness by business owners to attract quality employees in an ever-competitive market;**
- **Increase in ability to control operating costs such as with administrative expenses.**

Finding the Right P.E.O.

An important thing to remember if you decide to look into using a P.E.O, you want to do your due diligence first.

You should explore whether the P.E.O. is:

- **A member of the North American Professional Employer Organization (N.A.P.E.O.);**
- **Accredited by the Institute for the Accreditation of Professional Employer Organizations (I.A.P.E.O.);**
- **A company that's been established more than two years in the market;**

A P.E.O. that has a list of current and past clients for you to do reference checks will also help you in making the right decision in choosing one.