

PEO

**FREQUENTLY
ASKED QUESTIONS**

What is a PEO?

Professional Employer Organizations (PEO) enter into a co-employer relationship with clients, which allows them to share and manage many employer-related liabilities and responsibilities. Clients outsource their human resources to the PEO and maintain control of their companies, while the PEO provides human resources, employee benefits, payroll administration and workers' compensation.

What is co-employment?

Co-employment is the contractual arrangement between the client and the PEO that allows the PEO to provide a full range of services and to transfer or share many employer liabilities. Each party is responsible for certain employment obligations, and each party shares responsibility for other employment obligations. Workers become employees of two employers: the client retains supervision for production or delivery of service, and the PEO assumes responsibility for human resources and personnel services.

How can a PEO fit into my organization?

By delegating many of your employer-related responsibilities to the PEO, you can then focus on the business aspects that are important to you. You'll be able to utilize the PEO's Personnel Management System to help drive your revenue generation, protect your net profits and minimize your employer risks, and help control your employer-related expenses.

I spend too much time on HR-related issues. How can a PEO help?

The PEO will provide outsourced human resources services and strategies to help businesses increase their productivity and profitability. Our office and the PEO professionals will work with you to determine which policies and practices have the potential to increase your company's productivity and profitability and help you implement them.

I'm tired of all the paperwork I have to handle. Does the PEO help with it?

The PEO provides you with comprehensive services and benefits through Personnel Management to offer you administrative relief, allowing you to devote time and talent to developing new business and growing your profitability.

Finding and keeping good employees is always difficult. Does the PEO have an answer?

The PEO can help you find top performers who will fit in with your culture. We help you place the right people in the right jobs. We also can provide the tools to assist you in managing employee performance, and help you retain top performers through training and development.





My business expenses just keep growing. Can the PEO help me with those?

The PEO can help you manage your employer obligations more effectively to help keep your business expenses and costs more stable. The PEO will handle much of your employment administration, which allows you to focus on growing your company, and we help you retain employees by providing them with quality benefits.

I don't want to give up control of my company. How involved is the PEO?

You'll find that you actually gain more control over your business when you become a PEO client, because you're freed from administrative issues and details. This allows you to focus on doing what you do best – growing your business – while accessing quality employee benefits that motivate and increase employee loyalty.

I've used PEO services before and found very little support. How is our PEO different?

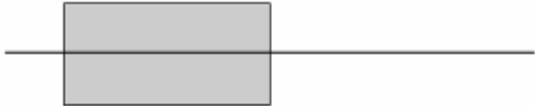
You will receive consistent answers to your questions and timely information from our Nationally contracted PEO facility around the clock, in the manner that best fits your needs. Personal attention is always available. You and your employees will also have online access to the PEO and our office.

Why do I need PEO Services?

You may not have the time or the experience to become a human resources expert. Our office an the PEO can help you manage your human resources, become more strategic and systematic about the success of your company, and realize greater efficiency and productivity. A PEO program will help you move your company to the next level.

Please contact our office for additional information and to obtain a Quote for your own PEO support services.

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