Is a professional employer organization (PEO) right for you?

KEY CONSIDERATIONS LIKELY TO IMPACT YOUR DECISION:

- ☐ **Company size and HR capacity**

  Smaller companies with no dedicated internal HR professionals often have the most to gain through self-service platforms, comprehensive payroll and benefits services, and compliance support.

- ☐ **Current actual costs**

  Beyond per-employee costs for benefits and workers compensation, be sure to look at costs for managing unemployment and workers comp claims, wage garnishments, and COBRA benefits, as well as HRIS software.

- ☐ **Risk and underwriting**

  Employers in a high-risk industry or with high turnover can have difficulty accessing benefits through a PEO. But they may be able to provide other services at a lower per-employee rate.

- ☐ **Employee distribution**

  Companies that operate across geographies can stay compliant without keeping up on state-by-state and intrastate employment regulations.

- ☐ **Employee benefits**

  From pet insurance to fertility support, large enterprises offer benefit packages with a rich array of options. If your benefits aren't competitive or you're paying above market rates, joining a PEO's larger pool may open the door to more competitive benefits at a lower cost.

- ☐ **Co-employment understanding**

  Initially, employees may require an explanation of why their tax forms and pay slips carry the PEO's name. Leaders may need reassurance that they are not ceding responsibility for decision making and operations.

GET TRUSTED ADVICE FROM CREATIVE WORKFORCE SOLUTIONS

Work through these considerations and the numbers with Creative Workforce Solutions. Reach out to Sue Brocaglia (sueb@creativeworkforce.com) to talk about how we can help.