



# to use a PROFESSIONAL EMPLOYER ORGANIZATION (PEO) and NOT a traditional payroll service!

- 1 Enhanced Liability Protection:** As a state-registered entity, when a PEO manages benefits and payroll on behalf of your business, they are required to be fully bonded and to provide verification from an outside certified public accountant that your financial requirements are being met.
- 2 A Strong/Trustworthy Relationship:** A PEO is a full-service, hands-on team of experts that you can access daily.
- 3 Faster Growth:** Businesses that use a PEO grow 7 to 9% faster than small businesses overall.
- 4 10% to 14% Lower Turnover:** Employee turnover for businesses using a PEO is 28% to 32%, compared to 42% for average overall employee turnover in the U.S.
- 5 50% Less Likely to Go Out of Business:** Businesses that use a PEO are approximately 50% less likely to permanently fail from one year to the next when compared to similar companies in the population as a whole.

Sources: Professional Employer Organizations: Keeping Turnover Low and Survival High | McBassi & Company | 2014  
 Professional Employer Organizations: Fueling Small Business Growth | McBassi & Company | 2013

## What are the differences between a PEO and a payroll service provider?

	PAYROLL SERVICE	PEO
<b>Payroll</b>		
Employee Recordkeeping	⊘	✓
NYS New Hire Reporting	⚠	✓
Garnishment Payment	⚠	✓
Quarterly Returns	✓	✓
Annual Returns	✓	✓
<b>Work Comp</b>		
Manage Policy (certificates)	⚠	✓
Collect & Make Payments	⚠	✓
Audits	⊘	✓
Claims	⊘	✓
<b>Unemployment &amp; Disability</b>		
Secure NYS Policy	⚠	✓
Make Payments	⚠	✓
Claims	⊘	✓
<b>Benefits</b>		
Medical/Dental/Vision	⚠	✓
Retirement Plan	⚠	✓
Enrollment	⚠	✓
Direct Deposit/Debit Card	⚠	✓

⚠ May not provide    ⊘ Does not provide    ✓ Provided

Set your business up for more success. Partner with a PEO.