

PEO MYTHS vs. FACTS

THE TRUTH ABOUT PROFESSIONAL EMPLOYER ORGANIZATIONS (PEOS)

MYTH: I'll Lose the Power to Decide Who to Hire & Fire.



FACT: PEOs give you MORE control! PEOs remain behind the scenes unless you call upon them, which frees you from compliance and HR-related tasks so you may focus on the revenue-generating part of your business.

MYTH: We Have Less Than 50 Employees, So We Aren't Worried About ACA Changes.

FACT: There have been thousands of pages of modifications, and no one knows the full impact of ACA and its rules regarding small businesses. However, a PEO relationship has you covered in this area!



MYTH: PEOs Are Way Too Expensive.



FACT: PEOs don't have to be expensive. In fact, with the economies of scale and liability protections offered by a PEO, in most cases, the fees are cost-neutral or less expensive for the business owner.

MYTH: I'll Lose Control of My Employees.



FACT: PEOs give you MORE control! PEOs remain behind the scenes unless you call upon them. This frees you from compliance and HR-related tasks so you may focus on the revenue-generating part of your business.

MYTH: I'll Have to Terminate my HR Manager or Administrative Team.

FACT: You will actually be ADDING HR support to your existing team because you will now have a PEO's administrative team to assist YOUR team. This allows your in-house team to focus on internal items that may have been back-burnered.



MYTH: PEOs are the same as Payroll Companies.



FACT: Payroll is just ONE component of a PEO. There are many services that PEOs offer, and payroll companies don't offer HR admin support or employment liability protection outside of payroll services.

MYTH: My Staff Will Be Considered Temporary.



FACT: This is not the case at all. You are still THE employer, and the PEO is the administrative service provider on your behalf for YOUR employees. Your employees remain full time with their benefits intact.

MYTH: My Office Manager Can Handle All That.

FACT: Unless your Office Manager is devoted to ensuring compliance with HR regulations *full time*, you may be opening your business up to risk. Even the best of Office Managers wears multiple hats!



MYTH: My Employees Won't Accept the Change.



FACT: PEOs don't want to change your culture. They want to *enhance* it! Imagine being able to offer your employees a Fortune 500 benefits package!



For assistance with finding a PEO that is a right "fit" for you or your client, please contact us at:

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