

Hot Topics

Strengthen Your Business with a PEO Partnership

Professional employer organizations (PEOs) provide human resource services to small businesses and their employees as part of a shared employment relationship. These services include:

- Payroll
- Medical and ancillary benefits
- Benefit administration
- Workers' compensation coverage and risk management
- Compliance assistance
- Employee recruiting, new hire support and engagement opportunities
- Expert guidance on HR policy and employee relations

How a Partnership Benefits You

By allowing an experienced PEO partner to administer HR functions, your time is preserved to focus on business development and growth activities.

Meantime, job satisfaction and productivity also increase when employees are provided health care benefits on par with Fortune 500 companies, as well as access to ancillary benefits like life, disability, critical care, and employee perks programs. In many cases, a PEO provides expanded benefit offerings that include 401(k) options and employee assistance programs.

With all of the added benefits, it's no surprise that PEOs also help small businesses attract talent. According to the National Association of Professional Employer Organizations, since 2010, employment growth among PEO clients has been four percent higher than employment growth in the U.S. economy overall.



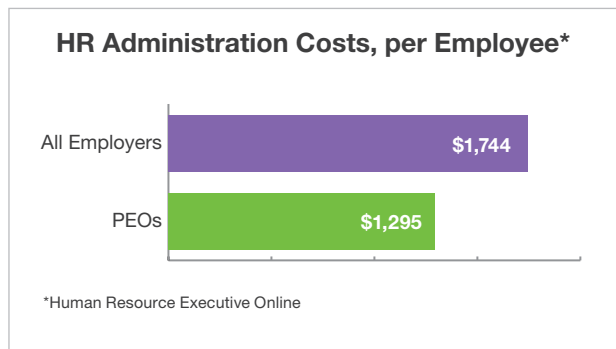
According to the National Association of Professional Employer Organizations (NAPEO), businesses using a PEO are 50% less likely to go out of business.

Understanding Co-employment

When you engage with a PEO, you enter a co-employment relationship. Co-employment is a partnership among a PEO, an employer and its employees. The PEO becomes the employer of record for tax and insurance purposes. Your company retains control of business operations and worksite employees.

Typical Division of Responsibility in a PEO Relationship	PEO	Your Business
Payroll and payroll taxes	●	
Benefits administration	●	
Unemployment claims	●	
Workers' compensation claims	●	
HR management	●	
Retirement services	●	
State and federal compliance	Shared	
Risk management	Shared	
Employee training and development	Shared	
Business operations		●
Product development		●
Marketing and sales		●
Hiring and firing		●

A PEO delivers value to your business by optimizing HR practices, improving employee engagement and helping ensure compliance in a complex regulatory environment. By leveraging the expertise and support of a PEO partner, your focus is returned to growing your business and maintaining a competitive edge in the marketplace.



CoAdvantage helps small businesses focus on growth with a suite of fully integrated human resource solutions including payroll, benefits, risk management and employee development. Call us today or visit www.coadvantage.com/goco to schedule a complimentary consultation and address your HR needs.

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CoAdvantage holds the following PEO licenses in Florida: GL82, GM280, GM260, GM517, GM516, GL36, GM75, GM74, GM286, GL69, GM142, GM141, GM285, GL8, GM293, GM279, GM27, GM294, GL147, GM365, GM367, GL187, GM498, GM497, GM496, GM495, EL346, DM53, GL226, GM596, GM597, GM598, GM599, GL105, GM201, GM513, GM514, GM515, GL150, GM373, EL360, GL225, GM592, GM593, GM594, GM595, DM95



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