



PEO BUYERS GUIDE: *DON'T GO AT IT ALONE*

WHITE PAPER



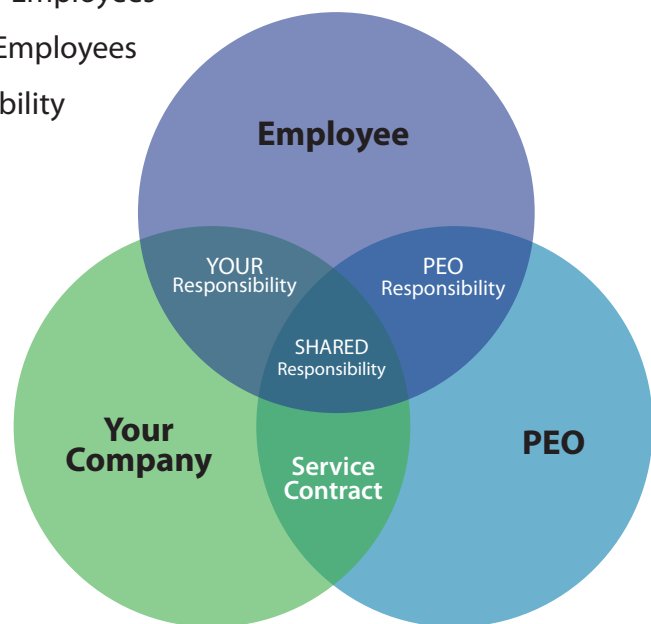
What is a PEO and Employee Leasing?

A PEO, Professional Employer Organization or an Employee Leasing company, enables clients to responsibly and cost-effectively offload the management of human resources and other employment-related tasks including employee administration, workplace safety, compliance, unemployment and workers compensation claims, risk management, benefits, payroll, payroll tax compliance and more.

Through this co-employment arrangement, the client and the PEO contractually share employer responsibilities and liabilities. PEO clients come in all sizes and industries, and are enabled to focus on their core competencies to maintain and grow their bottom line, while the PEO concentrates on what they do best: HR!

What are the Business Advantages of Using a PEO?

- Expert PEO Help with Risk Management and Compliance
- Access to Specialized (and Expensive) Technology
- PEOs Help Attract and Retain Top Employees
- Streamlined Payroll and Claims Processing
- Improved Job Satisfaction for Your Employees
- Better Benefits Packages for your Employees
- Improved Productivity and Profitability
- More Time to Focus on Growth
- Relief from the burden of HR
- PEO Clients Save Money
- Better Communication
- Reduced Liability
- *And much, much more!*



How to Select a PEO or Employee Leasing Company

Guidelines for Selecting a PEO

- ⏻ Compile a description of your business, work comp, employee benefits, and service requirements that are important to you and your company.
- ⏻ Find PEOs operating in your state(s) and are licensed. Also find PEOs that are seeking your type of business and risk criteria.
- ⏻ Notify qualified PEOs you are seeking proposals. Provide each PEO with your list of your payroll and HR requirements, 3 years workers' compensation claims history and benefits census and complete each individual PEOs proposal paperwork.
- ⏻ Collect and compile the 20 page PEO proposals
- ⏻ Obtain and confirm references
- ⏻ Analyze, evaluate and compare! Review PEO proposals administration fees, work comp rates, SUTA rates and cut off times, minimum payroll requirements and frequency. Assess the technology and HRIS system provided by the PEO.
- ⏻ Make your selection.

How PEO Advantage Can Help

- ⏻ Our evaluation reveals and prioritizes your current and future service requirements matching your company with only the PEOs that specialize in those service requirements.
- ⏻ We only match you with PEOs operating and licensed in your locations. Our online matching process quickly identifies the PEOs that specialize in and understand your business.
- ⏻ PEO Advantage's proprietary reverse auction Request for Proposal (RFP) process provides your requirements to only the PEOs meeting your precise requirements. We provide automated distribution of your requirements and all pertinent data directly to each bidding PEO, eliminating time spent responding to each data request.
- ⏻ PEO Advantage assists in all coordination and follow through to quickly get competitive PEO proposals.
- ⏻ We provide independent references from our client base whom are using the PEOs you are considering.
- ⏻ PEO Advantage compiles all proposal data into a competitive, four page analysis. This provides you with a side by side comparison of services and a full break down of all applicable costs.

Why PEO Advantage?

Finding the right employee leasing solutions is our business. Consistently saving clients 25% on PEO services, a 98% retention rate and annual reviews are just a few of the things that set PEO Advantage apart from your typical PEO brokers.

Thanks to our 20 years of solid industry experience and partnerships, we pass our volume discounts directly on to you. Plus, we're always looking for ways to reduce your risk associated with managing human resources, such as taking proactive measures to minimize workers comp claims abuse.

Our Unique Process

Which one of the over 700 PEO companies can deliver what you need? Put PEO Advantage's exclusive system to work for you. Comparing PEO companies to find the perfect fit can send you straight into data overload. How do you know what reasonable pricing is for employee leasing services? What key benchmarks should you use to evaluate different providers? The questions are endless.



Our Guarantee

Our promise is to source an employee leasing solution that will provide peace of mind with workers comp insurance and risk management services for your industry, and empower you to work on your business not in your business so you can focus on growth and not HR and administrative tasks. If you are able to find another employee leasing company that offers better coverage and better rates than our platform of providers we will pay you \$100!

PEO Advantage saves you the time required to source a solution, evaluate the pages upon pages of proposal documents, and provides you with an easy to read analysis on your organizations current employee leasing costs and a comparison to the proposed costs from our carriers. PEO Advantage doesn't sell you a solution, PEO Advantage advises you on the best solutions. Call today to get started with a more powerful source for PEOs!





About Us

PEO Advantage is a subsidiary of FIRM Consulting Group and a valued member of the FIRM Family of business resources. The FIRM Family was established by its founders to give the small business owner a voice, enforce competitive pricing and hold vendors accountable to their clients.

Originally established in 2002 as the AXIS Group, PEO Advantage has become a business owners' preferred resource for all levels and types of employee leasing, coemployment and HR outsourcing solutions.

With over \$500 million in payroll and more than one thousand clients, PEO Advantage consistently provides results and out performs the competition.

An important guiding principle of our business is growth through community involvement. It is a requirement that all FIRM business partners and strategic relationships recognize this important element of business. These values are driven by years of experience seeing the importance of bringing the business community together to support local needs.

Our active involvement includes:

- Children's Cancer Center
- Centre Club Board of Governors
- Charity Polo Classic
- Dueling Chefs
- Trinity Café
- HR Tampa
- NC State General Alumni Association
- UNC General Alumni Association
- USF Corporate Mentor Program

PEO Advantage is the family of PEO experts you can trust, providing free quotes and comparisons from multiple PEOs across the country. Call a friendly PEO Advantage representative today at 877-636-9525 and get started saving!

