

Can a PEO Work For You?

Margolis & Associates is constantly researching the market for new solutions for our valued clients. One of the newest solutions we can now offer clients is a PEO.

This is a single source solution for medical insurance, workers comp, payroll, 401k and HR support. It uses the collective size of many employers combined to potentially achieve discounted rates or premiums. Ask us to tell you more about PEO's and if one might be a fit for you.



MARGOLIS ASSOCIATES
Benefits with a Human Touch



WHAT IS A PEO?

A Professional Employer Organization is a one-stop service provider that allows business owners to concentrate on running their business without getting bogged down with administrative details. It also allows them to provide employees with the benefits normally provided by much larger companies.

Few small businesses can afford a full-time staff consisting of an accountant, human resource professional, attorney, risk manager, benefits manager, etc. A PEO delivers these services by establishing and maintaining an employer relationship with the employees at the clients' worksite and by contractually assuming certain employer, responsibilities, rights and risk.

Often referred to as the co-employment model, a PEO becomes the legal "employer of record" for employment and benefit purposes, assuming many of the responsibilities and liabilities of every business, while allowing the business to focus on the fundamentals of their business.

- THE ADVANTAGES OF PEO's
- PEO arrangements offer a broad array of HR-related services.
- Competitive Fortune 500 Benefits otherwise not offered to small employers.
- The potential for Lower Health Insurance Premiums.
- Maintain compliance with State and Federal regulations.
- THE DISADVANTAGES OF PEO's
- Monthly Administration Costs run \$85.00 to \$125.00 per Employee which can negate other savings.
- Carrier Choices are Limited to PEO options only.
- Mid year changes can result in the Employer paying annual FICA , SUTA and FUTA charges again.

IS A PEO RIGHT FOR YOU?

We can do an analysis of current costs to see if a PEO makes sense for you.