

Get to know PEOs

Entrepreneurs create their businesses for a number of reasons: to realize a vision, build and inspire a team, do something meaningful. But running a business also means paying employees, negotiating the best benefits for your team, and keeping up with government regulations. All essential to success, but also difficult to navigate and time consuming. **That's where a PEO comes in.**

What's a PEO?

As a PEO, or Professional Employer Organization, we can band our customers' employees together under the Justworks umbrella. That way, you get access to big-company benefits for affordable rates and support for your employment-related compliance needs. You can also streamline your back office functions like payroll and HR in one place.

How does it work?

PEOs can take on these responsibilities for you because of something called co-employment: a contract between a business and a PEO that distributes the employer responsibilities.

While you focus on your mission, a PEO like Justworks can take over certain administrative tasks, like:

- ✓ Securing mandated insurances like workers' comp
- ✓ Providing access to health insurance, retirement savings plans, and other employee benefits
- ✓ Administering payroll
- ✓ Withholding, reporting, and remitting federal, state, and local payroll taxes

The PEO Advantage

Buying Power

When it comes to negotiating rates for benefits like health insurance, retirement plans, workers'

compensation, and even gym memberships, there's power in numbers. A PEO's collective bargaining power means your employees get access to better benefits at lower rates.

Peace of Mind

According to the National Small Business Association, over 33% of small businesses get fined each year for making payroll mistakes. And that's just payroll!

Employment-related government compliance is complicated. Fortunately, PEOs are experts at helping you manage your employer-related paperwork, and in most cases, filing it for you. Workers' comp, payroll tax filings, new hire reporting... PEOs have you covered. That's a lot of hours you get back each day (and night).

Earning ESAC Accreditation

The Employer Services Assurance Corporation (ESAC) accreditation is the gold standard for PEO best practices and financial reliability.

ESAC Accreditation demonstrates Justworks':

- ✓ Financial Stability
- ✓ Regulatory-compliant operations
- ✓ Ethical conduct

ESAC accreditation also gives our customers financial assurance — over \$15M of it — provided through surety bonds held in trust and protecting accredited PEO customers, employees, insurers, and taxing authorities.