

The Million Dollar Employee

Discovering The Value Of A Professional Employer Organization (PEO)





What is the perfect HR employee worth to you?

If you run your own business, having **experienced human resources support** is priceless. You need someone to handle hiring and training, administer payroll and benefits, and manage workers' compensation and unemployment insurance claims. And that's just the tip of the iceberg.

So how do you find that **perfect HR employee**? Does such a thing even exist? There are HR generalists, payroll professionals, benefits specialists, experts in workers comp, and training gurus, but few individuals have the breadth of experience (or the time in a day) to effectively manage it all on their own.

Even if you were lucky enough to find the perfect candidate, he or she isn't going to come cheap. Someone that good will demand a big salary, exceptional benefits and maybe even a signing bonus. He or she will surely take a few weeks vacation every year, come down sick occasionally and need a personal day once in a while. And how do you know they'll work out in the long run? Will they be happy in his new job? Will you be happy with them? It's a crapshoot -- a roll of the dice.

But what other option do you have?



Meet the Million Dollar Employee

Instead of taking on additional overhead and hiring someone who may not work out, you can outsource your business' administrative HR functions to a professional employer organization (PEO), and have at your disposal all the HR experience, qualifications and hands-on support your company needs.



PEOs partner with growing companies to deliver a complete turnkey HR solution. They offer experienced HR experts, proven processes and advanced technology, so companies don't have to settle for the mediocrity of a piecemeal in-house team. PEOs manage companies' day-to-day HR, like payroll administration, compensation and employee benefits.

What's more, because PEOs maintain teams of accredited HR experts, they can also handle the more complex HR matters that often confound business owners, things like workers' compensation claims administration, payroll tax compliance, and unemployment insurance claims.

Engaging a PEO is like hiring the ultimate rock star employee. Not only is a PEO uniquely qualified to fill every HR position within your company, but a PEO doesn't take a vacation and never calls in sick. Best of all, PEOs help companies like yours minimize costs, increase productivity, and reduce risk.

What's that worth? We think it's worth quite a bit. That's why we like to think of a PEO as a business' "**Million Dollar Employee.**"

Minimize Cost

A PEO can do the work of an entire in-house HR team for roughly what it would cost to hire one HR professional.

Maintaining an in-house team of HR professionals, plus the costly HR systems and software that your company will need, can cost as much or more than **\$1 million annually** in salary, benefits, and capital expenditures. And what processes would you still outsource? Would you still pay to outsource payroll administration or benefits enrollment?

With a PEO, however, you get a more affordable and far more superior turnkey HR solution. You get to work with professionals who have a greater depth and breadth of HR expertise. You have the benefit of proven and efficient processes. You can access advanced HR technology that might otherwise be unobtainable for a small business. All for just a fraction of the cost of trying to build your own HR infrastructure.

Increase Productivity

With a PEO, you don't have to fret over employment issues or be in a frenzy about tedious administrative tasks.

When you engage a PEO, you have access to human resources experts who are on-call around-the-clock, 52 weeks of the year, so there is never any downtime while an HR employee takes a personal day or vacation. You also gain access to a PEO's proven HR processes and state-of-the-art HR technology. The result is greater productivity.

With smarter HR processes and systems, you will see a notable difference in the amount of time spent on payroll paperwork. Plus, with a PEO, there are fewer payroll mistakes to distract your employees from their jobs. That's not all. With advanced technology, say a time and attendance system, you can better manage and monitor your employees' schedules. And a streamlined benefits enrollment process ensures that your employees are never taken off task to sign up for benefits.

The best part, however, is the time you'll discover. With a PEO, you don't have to fret over employment issues or be in a frenzy about tedious administrative tasks. You will have newfound time to focus on the business of managing your business -- a luxury you may not have even realized you'd lost.

Reduce Risk

PEO professionals may know little about operating machinery inside a manufacturing plant, but they know how to make HR and administrative processes run like a well-oiled machine.

With a PEO, not only are you able to minimize cost and increase productivity, but you can also reduce risk. (For starters, you avoid the risk of hiring someone who is all wrong for your company or ill-equipped to manage your company's HR needs on his own.)

A PEO can help mitigate a whole slew of potentially costly and complex employment risks that many business owners can never fully understand or effectively manage on their own. PEOs can submit workers' compensation premium payments and conduct the company's year-end workers' comp audit, so there are no costly mistakes or miscodings. Better still, a PEO can conduct training, including safety training, so your company sees fewer workplace accidents and perhaps even a decrease in the cost of claims.



PEO Industry Statistics

Did you know?

The average cost of managing HR and administrative functions "in house" is **\$2,000 per employee, per year**.¹

Organizations that outsource multiple functions to a single vendor (like a PEO) **save an average of 32%**¹ on administering these functions than those using multiple vendors.

Companies using a PEO **grow 7 - 9% faster**.²

PEO clients are **50% less likely to go out of business**.²

Companies using a PEO **experience 23 - 32% less employee turnover**.²

Businesses that use a PEO are **28% more satisfied** with their selection of health care benefits.³

PEO clients are **15% more satisfied with the quality of new hires**.³

¹ "The Hidden Reality of Payroll & HR Administration Costs." PwC. 2011

² "Professional Employer Organizations: Keeping Turnover Low and Survival High." McBassi & Company. 2014

³ "PEO: Taking Outsourcing a Step Beyond Pays Off for Small and Mid-Sized Companies." Aberdeen Group. 2011

Imagine what you could achieve if you were free from the hassles of HR, benefits and payroll.

You *could* hire a team of people and invest in a bunch of expensive systems to help manage your business' human resources functions or, **for a fraction of the cost**, you can engage a professional employer organization (PEO).

PEOs help business owners and managers spend more of their time on the things they're passionate about, and less on tedious administrative HR tasks.

When you hire a PEO, you get a business partner that is able to roll up its collective sleeves and skillfully execute the day-to-day HR function for your company; while at the same time provide executive-level HR consultation and turnkey service.

So stop imagining and hire a **Million Dollar Employee** so you can start living your dream today!

Whether you need full-service HR support or help in a few key areas, G&A Partners provides the people, processes and technology you need to grow your business faster and take better care of your employees.

Visit us online or give us a call today to learn more about how G&A Partners' comprehensive HR solutions can help you achieve your business goals and spend less time dealing with human resources, benefits and payroll.

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