



Break free from the limits of your PEO.

## Overcome The Myths & Misinformation

A handful of fear-inducing myths often keep organizations tethered to professional employer organizations (PEOs) they've outgrown. But the truth – and letting go of your PEO – will set you free.

## Why It Might Be Time to Leave Your PEO

By acting as the employer of record, PEOs simplify payroll, streamline benefits administration, and cover basic HR needs in the early stages of your business.

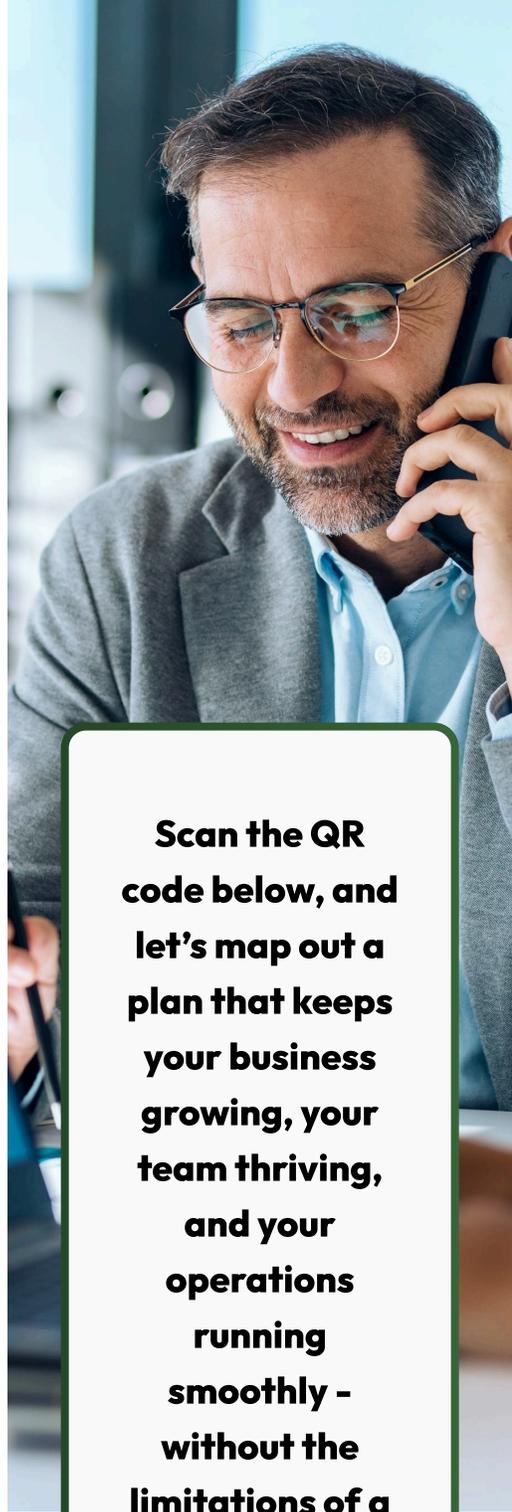
And that works... until you grow beyond a start-up, need to navigate multi-state compliance, and are scaling your operations. Letting go of your PEO is a **strategic move to gain freedom, flexibility, and control** over your HR, payroll, and workforce management as your business grows. Is now the time to switch?

### **Myth #1: PEOs are more cost effective.**

Some PEOs take a percentage of total payroll, while others charge per employee. Based on the average per employee, per month (PEPM) cost of a PEO, **you could pay over 300% more per year** for generic support and limited benefits flexibility compared to in-house solutions.

 **The Truth:** Growing companies can do more – and get more – for the same spend or less by hiring an in-house HR Generalist and HR Consultant to:

- Provide Dedicated Expertise & Support
- Oversee Compliance & Offer Hands-on Guidance
- Secure Flexible, Tailored Benefits



## **Myth #2: PEOs offer better insurance rates.**

PEOs get small businesses better insurance plans and premiums by bundling employees from multiple businesses into one large group. But if a handful of employees across the PEO's entire client base experience high-cost medical events, everyone's costs increase.

**💡 The Truth:** Larger teams have access to competitive group health plans without needing a middleman like a PEO. Dedicated brokers will manage your benefits for you, offering a level of personalized service PEOs can't compete with. Gain full transparency into your costs and coverage without extra work.

## **Myth #3: PEOs reduce our liability.**

PEOs offer some liability support, but under strict conditions. You could lose access to their legal support entirely if you stray from their guidance, even unintentionally.

**💡 The Truth:** When you use a PEO, you're still responsible for:

- Wage & Hour Compliance
- Overtime Classifications
- Accurate Tax Filings
- OSHA Compliance

An experienced HR professional or dedicated payroll consultant can provide hands-on compliance guidance tailored to you.

## **Myth #4: PEOs save us time.**

Compared to manual, back-office HR and payroll processes, PEOs save time. But you don't need a PEO to achieve that.

**💡 The Truth:** Modern HR platforms, like GovConPay's *isolvd* . People Cloud - a platform that seamlessly handles hiring, nurturing, and supporting your team - offer the same efficiency while offering real-time visibility and control over your workforce, and empowering your employees to handle routine updates and questions themselves.

**Scan the QR code below, and let's map out a plan that keeps your business growing, your team thriving, and your operations running smoothly - without the limitations of a one-size-fits-all PEO, together.**

