








## PEO MYTHS BUSTED

# WHAT YOU REALLY NEED TO KNOW



Think you know everything about professional employer organizations (PEOs)? Let's get into more detail about common misconceptions that could keep your business from experiencing the real benefits of a full-service HR partnership like ADP TotalSource®, the nation's largest certified PEO.

MYTHS	FACTS
<p>PEOs take control away from business owners.</p> 	<p><b>A PEO partner will support your business and give you the freedom to grow.</b></p> <p>A PEO doesn't dictate business decisions or operational strategies. Instead, your PEO team acts as your full-service HR partner, taking on behind-the-scenes administrative tasks like payroll processing, benefits administration, open enrollment and more.</p>
<p>ADP TotalSource creates a collaborative relationship that gives you the benefit of dedicated HR expertise and support, while also freeing up your time to concentrate on your business.</p>	
<p>All PEOs are the same.</p> 	<p><b>Not all PEOs are created equal.</b></p> <p>You have no lack of choices when it comes to a PEO partnership. And they're definitely not all the same, so doing your homework is critical to making an informed choice that will meet your immediate and long-term business needs.</p> <div></div>
<p>ADP TotalSource is award-winning, certified by the United States Internal Revenue Service and accredited by the Employer Services Assurance Corporation. All of this means you are supported by a company with financial stability and longevity as an industry leader.</p>	
<p>Switching to a PEO is complicated.</p> 	<p><b>PEO implementation can be seamless with the right team in place.</b></p> <p>Change is never easy — but the payoff that comes with the right PEO partnership is well worth the effort.</p>
<p>With ADP TotalSource, you're partnered with an implementation specialist who guides you through the transition and leads the collection of important documents to ensure you're set up for success. Throughout the process, they will also educate you and your team on how to run payroll and how to maximize the HR technology to lighten your team's internal workload moving forward.</p>	

## MYTHS

PEOs can't help with changing regulations and compliance.



## FACTS

**With some PEOs, you gain a team to monitor and interpret changing legislative rules that may apply to you.**

A PEO has a vested interest in keeping your company compliant. It's important to be able to navigate the changing laws and regulations to ensure your business stays compliant along the way.

With ADP TotalSource, your HR business partner (HRBP) and other experts are well-versed in employment laws, state regulations and evolving legislation, helping you stay up to date on the latest workforce rules and requirements.

PEOs only process payroll.



**While payroll processing is a significant part, some PEOs provide full HR solutions.**

In addition to payroll processing, choose a PEO that also offers expertise in benefits, risk management, HR, compliance and time and attendance, as well as 401(k) plans.

With ADP TotalSource, in addition to gaining technology that integrates your payroll data, you also benefit from a team of specialists to help guide your HR growth.

Using a PEO will complicate the employee experience.





**A PEO can help boost retention and loyalty with better HR solutions and benefits.**

When your staff feels heard and appreciated, they have a better employee experience — which can help lead to improved productivity and lower turnover.

ADP TotalSource is built to improve the employee experience. For example, our self-service tools simplify time and attendance and provide easy access to benefits information. Plus, your HR business partner works closely with you and a team of skilled HR professionals to choose high-value benefits, improve communication, spot upskilling opportunities and much more.

Turnover is **12%**  
lower for PEO clients  
than non-PEO clients<sup>1</sup>



MYTHS	FACTS
<p>PEOs offer limited employee benefits.</p> 	<p><b>With a PEO, you can offer your employees industry-leading benefits from top carriers.</b></p> <p>Benefits play a huge role in the employee experience, making your people feel valued. A PEO can help you put together a personalized benefits package that delivers what matters most to your employees.</p>
<p>When you partner with ADP TotalSource, you tap into the buying power of over 760,000 worksite employees — allowing you to provide your employees with the most attractive benefits plans the market has to offer. You also have the support of a benefits specialist to tackle time-consuming benefits tasks like open enrollment and troubleshoot employee issues.</p>	
<p>PEOs are only sustainable for certain industries.</p> 	<p><b>PEOs cater to a range of industries and offer services to meet varying HR needs.</b></p> <p>Businesses that use PEOs span from manufacturers and professional services firms to healthcare, non-profit organizations and trades such as plumbers and carpenters. PEOs appeal to businesses that face complex HR challenges but lack the resources to handle them internally.</p>
<p>With ADP TotalSource, you gain specialized expertise no matter your industry — without the overhead of a full HR department.</p>	

## See how the right PEO partnership can transform your business

Don't let misconceptions hold your business back from greater efficiencies and faster growth. The right PEO partnership offers more than administrative relief — it provides strategic support that scales with your ambitions while keeping your employees engaged and your operations compliant.

That's where ADP TotalSource, the nation's largest certified PEO, excels. You get a full-service HR partner with award-winning technology, backed by a team of proactive HR professionals who are truly invested in your success.

Ready to separate PEO fact from fiction? Learn how we can help you focus on what you do best: growing your business.

Partner with us today: [adptotalsource.com](https://adptotalsource.com)

<sup>1</sup> National Association of Professional Employer Organizations, *PEO Clients: Faster Growing, More Resilient Businesses with Lower Turnover Rates*, 2024

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