

## Comparison of Your Employer Responsibilities



### What is a PEO?

PEO'S are Professional Employer Organizations. By entering into a co-employer arrangement your responsibilities are reduced while you still maintain control.



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## INSURANCE

	BEFORE WCP SOLUTIONS	AFTER WCP SOLUTIONS
Workers' Comp. Administration	✓	
Health	✓	
Life	✓	
Dental	✓	
Negotiate Rates	✓	
Inquires	✓	
Claims	✓	
Cobra Administration	✓	
Pay Premiums	✓	

## OTHER FRINGE BENEFITS

401K	✓	
Section 125 Plan	✓	
Banking Solutions	✓	

## PAYROLL

Report Hours	✓	✓
Compute Pay	✓	
Compute Withholding	✓	
Compute Deductions	✓	
Compute FICA	✓	
Write Checks	✓	
Reconcile Accounts	✓	
Track Eligibility Dates for Benefits	✓	
Employment Verification	✓	
Court-ordered payment deduction remittance	✓	

## TAXES

FICA	✓	
Federal Withholding	✓	
State Withholding	✓	
Payroll Payments	✓	
940	✓	
941	✓	
W-2	✓	
Penalties	✓	
IRS Audits	✓	

## HIRING AND FIRING

Review Employee Performance	✓	✓
Review Employment Applications	✓	✓
Prepare Discharge Notices	✓	✓
Advertise for New Employees	✓	✓
Screen Applicants	✓	✓
Check References	✓	✓
W-4	✓	
I-9	✓	✓
Unemployment Hearings	✓	

## SUPERVISION

Pay Increases	✓	✓
Discipline Notices	✓	✓
Overtime	✓	✓
Department Costs	✓	✓
Training	✓	✓