



# Professional Employer Organization (PEO)—Has Your Business Outgrown?

Optimize your benefits program with KPMG Benefits Services

## Today's reality

In their early stages, businesses have many competing priorities to address as demand for their products and services increases. Human resources and employee benefits are often neglected as a result. That is the reason why many small and growing businesses turn to Professional Employer Organizations (PEOs) in their early stages. PEOs can provide organizations with a bundled solution to address all of their HR needs so that they can focus on their top priority of growing the business.

As organizations grow, they must reevaluate whether a PEO is the most suitable arrangement for their business' needs. In most cases, employers with 50 or more employees can achieve savings and drastically improve the employee experience. The increased flexibility allows them to incorporate their culture, offer directly relevant benefits, and set a foundation for their future business. Leaving a PEO can be daunting, but we are here to help!

Here's how.

## The team

We are a strategic and innovative team with experience supporting small and mid-size organizations across the spectrum of Human Resource initiatives. Our team is comprised of brokers and consultants across multiple disciplines including employee benefits, brokerage and consulting, employment tax, compensation, payroll, actuarial, executive compensation, and human capital.

Our consultants are experienced in benefit placement and program design, identifying the right vendors, building compensation frameworks, technology integrations, and human capital design.

## We can:

- 1 Act as broker of record for your organization, managing all aspects of your total rewards program
- 2 Guide rapidly growing organizations through the complexities of growing an organization in the US and globally, including building out an HR function
- 3 Conduct an objective third-party review of your benefits program to identify inefficiencies and cost-savings opportunities
- 4 Help mitigate risk by continuously identifying the drivers of your claims expense and solutions to address them
- 5 Maximize vendor relationships by selecting and achieving the optimal results with the right partners for your organization's needs
- 6 Streamline HR responsibilities through payroll, on-boarding, learning management, performance reviews, policies and procedures, leave administration, and more through leveraging innovative vendor partners and the latest HR technology
- 7 Assist in state and federal tax registration and tax-related guidance
- 8 Establish compensation structure and long-term incentive plans
- 9 Evaluate your executive compensation program for market competitiveness

## Enhance your employee experience

Becoming a best-in-class employer doesn't happen overnight, but our team of consultants is experienced in establishing competitive total reward programs that are cost effective for the organization.

As your broker or benefits consultant, our team's ability to market, design and implement your program allows your HR staff to focus on supporting the critical needs of the business. Prepare your organization for its next chapter by gaining control of your workforce and strategically implementing new and innovative benefits that reflect your population.



## We are all in the People Business

Employees are the most valuable asset of any growing business. At KPMG, we can help your HR department connect with your employees and get the most out of your workforce. Consider how KPMG Benefits Services can help your organization craft an efficient and innovative custom benefits package to enhance your employee value proposition and achieve cost savings for your organization:



**A modern broker partner focused on cutting-edge solutions**



**Meet the specific needs of your employees**



**Integrate employees into company culture**



**Increase flexibility and control over the benefits offering**



**Scalable solutions to reduce wasteful spending**



**Create a personal HR relationship**

Contact us today and let us help you revitalize your employee experience

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