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The Vast Difference in User Experience

FEATURES	PAYROLL SOFTWARE	PEO
Simple Payroll Process	 Runs payroll. You populate the fields, determine employee status, and process payroll on your own.	 Software is all-in-one. You submit hours and the PEO handles the rest. Integrates... <ul style="list-style-type: none"> • Payroll • Time and attendance • Onboarding • & much more!
Dedicated Team	 You call an 800 number and submit a ticket for assistance. Third-party and online resources may be made available to you.	 <ul style="list-style-type: none"> • Dedicated HR Manager • Dedicated Payroll Manager • Dedicated Benefits Manager
HR Administration	 You may be referred to a 3rd party resource for assistance, but you are responsible for the work and decisions.	
Assumes Payroll Liability		
Employee Benefits	 You manage a 3rd party broker relationship.	 Obtains and administers Fortune 500-level benefits.
Self-Service Employee Portal		 24/7 access to one-stop-shop employee self-service portal.
Workers' Compensation	 You manage a 3rd party vendor, pay a deposit, and deal with annual audits.	 Enables pay-as-you-go workers' comp with no audits or deposits.
Employment Law Compliance		 Consult with HR and payroll experts under a shared liability model to ensure compliance with employment laws.
401(k) Plans	 Search for a Third Party Administrator (TPA), pay large setup fees, and handle all reporting and audits on your own.	 PEOs will often offer multiple options, act as fiduciary and handle all reporting and audits.

The above features are not inclusive of all the benefits you receive with a PEO. If you're considering outsourcing payroll, keep in mind that payroll providers may act as a broker providing access to features by way of 3rd party relationships with multiple vendors. However, your PEO acts as the employer of record, providing direct access to HR features and benefits while you maintain control of your business. Contact [Execustaff HR](#) to get started today.