

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

**Optimize your benefits program with
KPMG Health & Welfare**

Current state

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 consultants and advisors across multiple disciplines including employee benefits, employment tax, compensation, payroll, actuarial and human capital.

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

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 to help your organization attract and retain talent.

Our team's ability to 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 can help you:

- 1** Conduct Current State Assessment to identify opportunities for savings & program enhancements
- 2** Establish Employee Benefit programs that are market competitive and fit the unique needs of your organization
- 3** Assist in state and federal tax registrations and tax-related guidance
- 4** Launch Human Resources department with established policies & procedures
- 5** Establish compensation structure and long-term incentive plans
- 6** Recommend multidisciplinary DEI initiatives to create a more diverse and inclusive workforce and meet the unique needs of these populations
- 7** Actuaries will conduct funding analyses to assess appropriate funding arrangements and projected costs



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 a custom benefits package will enhance your employee value proposition and help you attract talent as your organization evolves:



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

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