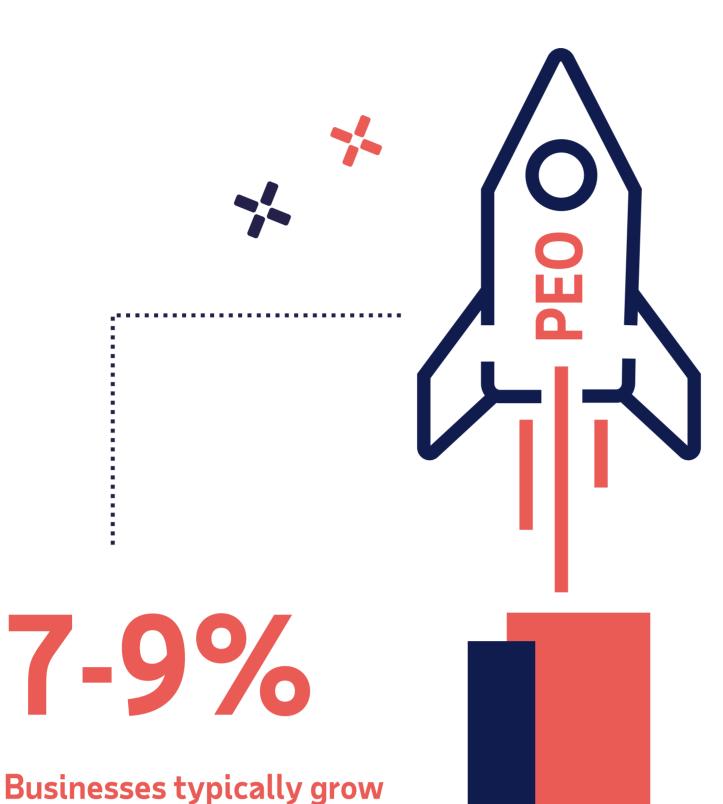


How Working With a PEO Can Help Scale Your Business

Operating your business in multiple locations creates a significant workload to track amid today's complex employer landscape. A common goal of all organizations — and especially small businesses — is achieving scalable growth. However, this can often be easier said than done. A wide variety of employment variables play when scaling your business into new locations. The good news is that businesses don't have to navigate the process alone. So, what's your plan?

Can a PEO help you scale?



takes the headache out of HR management. Eliminate trying

Partnering with a PEO

to keep up:

- State to state polices
- Workers' Compensation
- Minimum Wage - Safety Guidelines
- Payroll Tax - Wage & Hour Requirements
- Benefits Administration - Employee Handbook
- Requirements - And many other needs.



across multiple locations Growing often means multiple locations. How many HR laws do you need to track?

HR work requires numerous tasks

180 laws enforced by The Department of Labor.²

7% to 9% faster with a

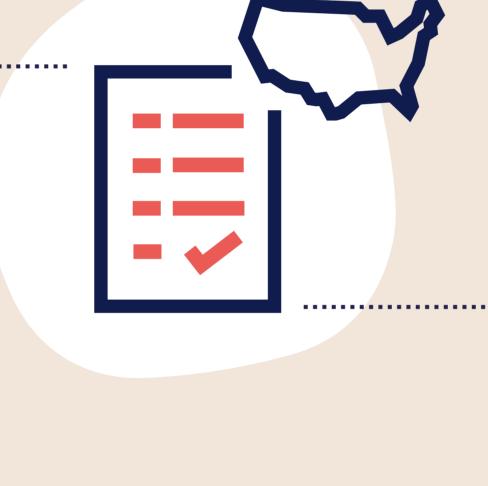
PEO because they can

focus more intently on

scaling business.1

new state employment laws went into effect on

1/1/2021 in what legal expert called a 'quiet year'3



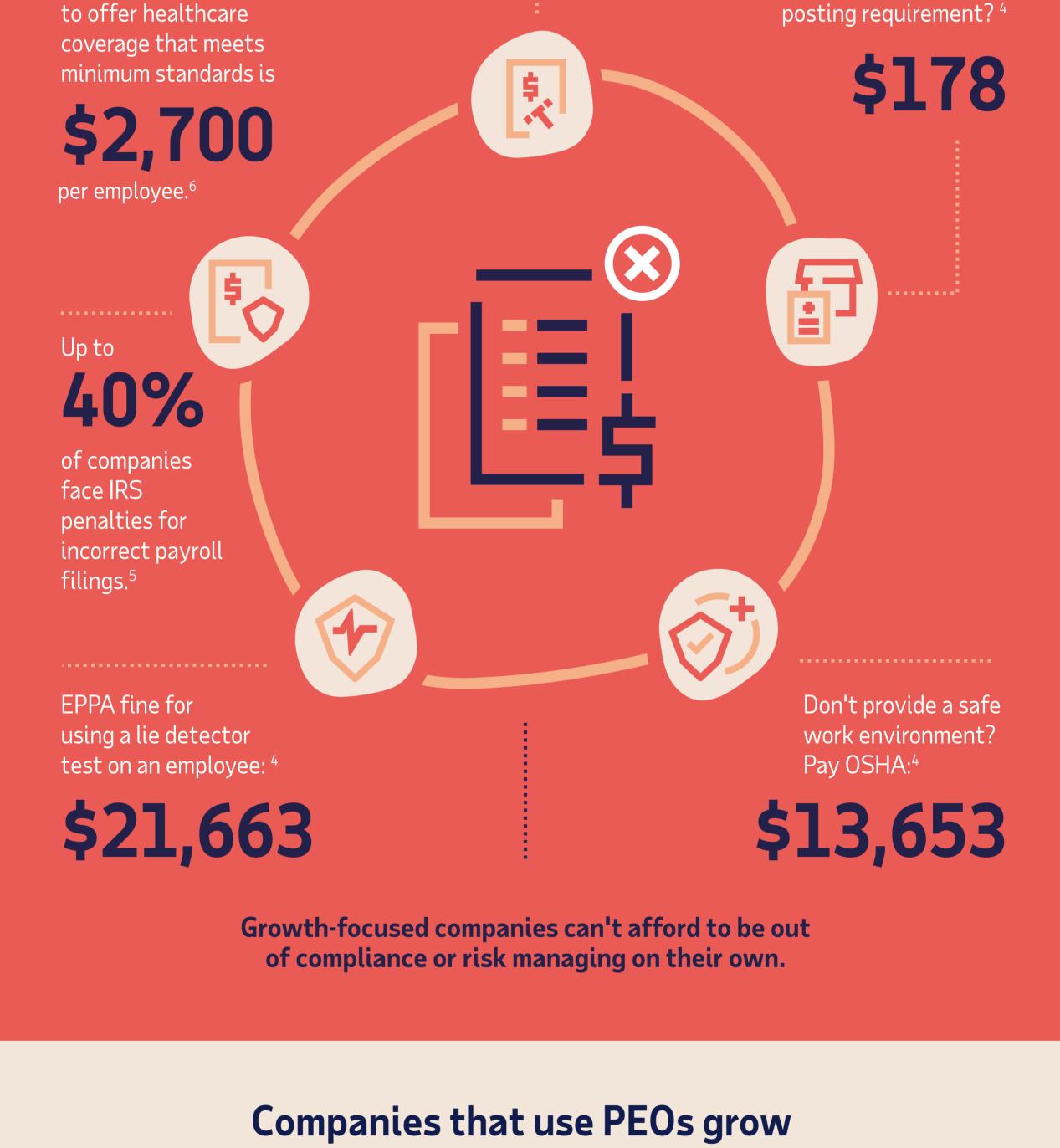
of laws must be tracked across locations to maintain compliance.

100's



Willfully violate the FMLA The fines for failing

What does it cost to be out of compliance?



faster and save money As the business scales, so does the amount of HR-related work and

headaches. Working with a PEO like ADP TotalSource® can help organizations

grow at the right pace and save money while doing so. Annual median revenue growth for PEO users was twice that of comparable

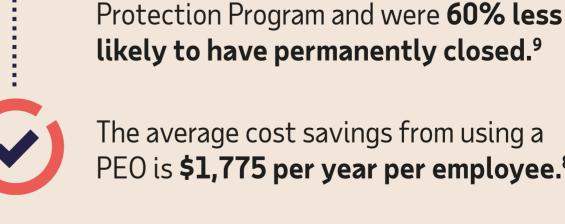
organizations that don't use a PEO.7 The ROI of using a PEO (in cost savings alone) is 27.3%.8



During the global health crisis, organizations that worked with a PEO were 119% more likely to have received loans from the Paycheck

Businesses with a PEO partner are

50% less likely to go out of business.8



likely to have permanently closed.9 The average cost savings from using a PEO is \$1,775 per year per employee.8

Get the support you need expanding to multiple locations and into different states

by partnering with ADP TotalSource®.

Up next: What's your plan for managing

Learn more at **adptotalsource.com**.

and preventing high turnover?

- 2. https://www.dol.gov/general/aboutdol/majorlaws 3. https://www.littler.com/publication-press/publication/new-state-employment-laws-set-take-effect-january-1-2021 4. https://www.jjkeller.com/learn/news/012021/Department-of-Labor-raises-labor-law-posting-penalties 5. https://www.irs.gov/pub/irs-soi/13databk.pdf 6. https://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/penaltiesforfailingtocomply.aspx

1. https://www.napeo.org/what-is-a-peo/about-the-peo-industry/napeo-white-papers

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7. https://www.napeo.org/docs/default-source/white-papers/2017-napeo-white-paper-final.pdf?sfvrsn=2

