

PEO Arrangement with Erigo

The PEO arrangement is a comprehensive package of HR services designed to allow business leaders to focus on growing their bottom lines by relieving them of the laborious tasks associated with being an employer. Erigo accomplishes this by establishing a “co-employment” relationship with your employees and contractually sharing the traditional employer responsibilities.

Erigo will become responsible for employment related administrative functions, benefits administration, payroll processing, and wage tax reporting. In essence, Erigo will act as your company’s outsourced payroll and HR departments. While contracting with Erigo your company will maintain control and direction of the day-to-day operations of your business and your employees. Our sole objective is to relieve your executive team from administrative employment tasks and paperwork.



- 1 PEO Service Contract**
- 2 Employment relationship with/and responsibilities of Erigo**
 - Provides all HR services
 - Administers payroll and benefits
 - Manages risk and compliance
- 3 Shared relationship and employer responsibilities**
- 4 Employment relationship with/and responsibilities of the client**
 - Directs and controls employees
 - Determines compensation
 - Manages the workplace

Four Major Components of the PEO Arrangement



HR Management

Erigo works as your full service HR partner and assures compliance with federal and state employment regulations. Employee handbooks will be customized for you along with up-to-date and compliant labor law posters. Additionally, you will have access to Erigo’s HRMS system, a comprehensive online solution that allows you to manage HR, benefits, and access payroll information with nothing more than an internet connection.



Compliance & Risk Management

Erigo provides employment practices liability and workers’ compensation insurance for its clients and further administers compliance efforts with all employment laws and regulations. As a co-employer, Erigo coordinates with your company to cultivate a discrimination-free workplace. Also, since payroll wages and taxes are reported under Erigo’s tax ID numbers, Erigo becomes responsible for all employer tax payments and paperwork.



Payroll Processing & Tax Administration

Erigo conducts all payroll functions including the preparation and delivery of paychecks, managing direct deposits, withholding payroll taxes and wage garnishments, the distribution of W-2 statements, and other payroll related functions. Most importantly for your business, the potential liabilities and burdens of payroll processing and taxes are shifted to Erigo.



Benefits Administration

Erigo and its partners can help your company procure competitive rates for employee benefits such as health, dental and vision insurance, short-term and long-term disability, life insurance, 401(k) plans, and COBRA. We will also handle all the time-consuming details associated with the management and compliance requirements of these benefits.



Why Partner with Erigo?

Managing your company’s human resources can be complex and, at times, overwhelming. By partnering with Erigo Employer Solutions in a PEO arrangement you can outsource the tedious tasks associated with human resources and focus on the fundamentals of your business.

1 Consolidate your organization’s third-party vendors to a single relationship.

Business owners understand that outsourcing every business task can be time-consuming. Managing all of the third-party relationships to ensure that your organization is receiving the services you’ve bargained for is a job within itself. With Erigo you’ll no longer have to manage a payroll vendor, state tax authorities, a workers’ compensation carrier and broker, a benefits carrier and broker, retirement advisors, and TPAs. Erigo can serve as a single point of contact for all these functions.

2 Save time & resources.

The do-it-yourself HR approach means devoting a significant amount of time to benefits planning, benefits administration, recruiting, maintaining personnel files, payroll, recording and tracking leave time and guarding against potential legal missteps. Erigo can not only take these tasks off of your plate, but we can also contractually shift certain legal liabilities away from your organization.

3 Avoid potential compliance pitfalls.

Some business leaders understand all the subtle intricacies involved with the countless employment related regulations that businesses are now subjected to, such as: COBRA, FMLA, ADA, OSHA, EEO, WARN, HIPAA, ERISA, and FLSA to name a few. However, most business leaders or owners just don’t have the time to research each scenario that your organization might face. Let the professionals at Erigo guide your compliance efforts.

4 Streamline your employment processes.

If your business suffers from paper-driven employment-related business processes that require manual processing, then Erigo can help you transfer those outdated processes to an efficient system with a focus on electronic communications where possible.