

SwiftStart HR vs. PEO

	SwiftStart HR	PEO
Employment Relationship	There is one clear employer and no co-employment relationship	Acts as a "co-employer", and the employer of record for tax purposes
Setup & Fees	There is a one-time initial purchase price payable over six months	There is a one time set-up fee and then an ongoing per employee charge each pay period for the duration of the contract
Scalability of Cost	Monthly support price remains static regardless of employee number	Fees are based on a percentage of total payroll volume and increase as employee numbers and salaries increase
Cost Transparency	No "hidden" costs. Additional services can be added as needed	The revenue model is primarily based on administrative fees tied to the number of employees, along with additional income from savings on workers' comp, unemployment insurance, and other employer-related costs
Tool Customization	Tools are comprehensive, and can be easily customized to fit a company strategies, culture and philosophies	Tools are more generic and heavily focused on compliance and communication
Benefits Customization	Benefits are customized for the company and are designed to fit the company's population and needs	Group plans are set for the entire serviced population, and serviced employees choose from a fixed set of options available
Strategic Value	Cost effective way to lay a lasting foundation for the HR function from the earliest stage	As companies outgrow the PEO relationship, they must start over in setting up payroll, benefits, and HR programs. They have no foundation to build on once the relationship is terminated

SwiftStart HR is our self-directed online platform designed specifically for small businesses. During your six month subscription, you'll work directly with an expert HR consultant and have access to a member portal filled with curated templates and documents. With this support, you'll establish key HR practices, customize policies, and build a proactive HR foundation. Visit our [website](#) for additional information or contact us at info@swifthr.com.