**Value components of a PEO**

* SUTA savings and administration (not dealing with filing, claims and hearings)
* Payroll system, reporting familiarity, Electronic I-9 and W-4 convenience
* Human Resource Expertise
Managing potential EPLI claims:
* 1) Human Resource Trainings to establish guidelines (Sexual Harassment, EEOC, Conflict Management, etc...)
* 2) Providing an Employee Assistance Program (EAP) to help an employee with Personal Issues
* 3) Formulating a Performance Improvement Plan (PIP), if an employee needs to improve their work behavior
* 4) Assisting with a termination if none of the above programs help an employee improve
* 5) Providing labor law attorneys if sued for a wrongful termination
* 6) Defending our clients in court
* 7) Protecting our client with an EPLI Policy if there is a settlement or judgment in favor of the former employee