

## How to Select a PEO

### Six important questions to ask yourself before choosing a PEO

#### 1. Is the PEO Full-Service?

Make sure the PEO you select has the full range of services you need now and in the future. Tri-State offers the broadest range of products and services in the industry, backed by the most committed and experienced staff of PEO professionals.

#### 2. Is the PEO Accredited?

Accredited PEOs are up-to-date on all facets of the industry and are committed to outstanding business and ethical practices. Tri-State is a member of NAPEO, the National Association of Professional Employer Organizations, the largest association of PEO's in the country.

#### 3. Is the PEO Growing?

Growth means two key things in the PEO industry: Strength and Success. A growing PEO will provide your company with the programs and services you need. Tri-State grew more than 500% in the past three years.

#### 4. Is the PEO Financially Solid?

Be certain that the PEO you choose is financially stable. Your business depends on their ability to make all payments, from payroll to tax submissions, without delay. Tri-State is one of the industry's largest and most secure firms.

#### 5. Is the PEO Well-Staffed?

What do clients have to say about their PEO's service commitment, and professionalism? Tri-State invites you to speak to any of our clients.

#### 6. Is the PEO Well Regarded?

A good PEO has a full staff of experts within each of its functions so that all your needs are satisfied promptly and completely. Tri-State has one of the most respected staff of PEO professionals in the industry, and will assign a specific management representative to be your company's "team leader."

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