

A Day in the Life: Running a Business With vs. Without a PEO

CoADVANTAGE®

HOW A PEO TRANSFORMS YOUR WORKDAY

Managing HR, payroll, and compliance is often a full-time job—but it doesn't have to be.

Meet **Peter**, a business owner **partnered with a PEO**, and **Henry**, who **handles HR alone**. Let's see how their workdays compare!



8:00 AM—Payroll Day

One of the most important days of the month—employees expect to get paid on time and without errors.

Peter



Payroll is easy—Peter just needs to enter and approve time. All the calculations and spreadsheeting are handled without a fuss.

He's sipping his coffee and doing his part to keep payroll day on track.

He checks a report in his HCM platform and gets started on revenue-driving tasks.

Henry



Henry has a busy morning ahead of him. He'll spend half the day manually processing payroll.

He's also worried about tax calculations and compliance errors.

Why? Payroll delays and errors lead to employee frustration.

HOW A PEO HELPS:

A PEO handles payroll, tax filing, and compliance, so business owners can save time and reduce risk.

Did You Know?

Nearly half of American workers would start looking for a new job after just two payroll issues?¹



10:00 AM—Employee Benefits Question

An employee comes in with a question about their health insurance coverage. How will Peter and Henry handle it?

Peter



Peter directs the employee to the PEO's benefits administration portal, where they can quickly and easily find an answer.

The PEO also provides a benefits education center so employees are informed about available benefits.

He sees the issue resolved with no time lost.

Henry



Poor Henry. He spends (wastes?) over an hour looking through insurance documents.

Then he calls the benefits provider and waits on hold.

Ultimately, he falls behind on other work while trying to solve an HR problem.

HOW A PEO HELPS:

A PEO offers small businesses access to top-tier benefits at lower costs, plus expert support to manage them.

Did You Know?

82% of employees who are extremely satisfied with benefits are also extremely satisfied with their jobs.²



12:00 PM—Hiring a New Employee

Both Peter and Henry need to fill an open position. Who has an easier time doing so?

Peter



Peter leverages PEO recruitment services to attract top candidates.

The PEO screens résumés and streamlines onboarding. It's that simple!

Henry



Henry's on his own, juggling job postings, screenings, and interviews with no support.

He struggles to find qualified candidates while managing other HR tasks.

HOW A PEO HELPS:

A PEO provides hassle-free hiring, access to recruitment tools, and expert support.

Did You Know?

Businesses using a PEO have a **12% lower** employee turnover rate.³



2:00 PM—Surprise Compliance Change

A new labor law has recently gone into effect, impacting how businesses classify employees in Peter and Henry's state. What happens next?

Peter



Peter's PEO notified him of the change and provided regular updates.

No stress, no fines—just business as usual.

Henry



Unfortunately, Henry learned about the law too late. His organization now faces a hefty compliance fine.

He scrambles to fix policies, but he isn't sure what's required.

HOW A PEO HELPS:

PEOs monitor employment laws and proactively help to ensure compliance, allowing businesses to avoid fines and legal risks.

Did You Know?

Companies working with a PEO are **50% less likely** to go out of business.³



5:00 PM—Checking the Sales Pipeline

Peter and Henry both need to check in on new business opportunities. Is there any time left in the day?

Peter



Peter has spent his entire day focusing on growth and filling the sales pipeline with new deals.

He wraps up the day feeling accomplished and ready for tomorrow.

Henry



Henry finally gets around to looking at sales.

He spent all day buried in HR tasks, missing opportunities to grow.

He feels frustrated, knowing he's constantly playing catch-up.

HOW A PEO HELPS:

By offloading HR burdens, PEOs free up time for business owners to focus on scaling and success (the tasks that really matter).

Did You Know?

Businesses using a PEO grow at more than **2x the rate** of non-PEO users.³

At the End of the Day

Peter and Henry both started their day with the same goal: to run and grow their business. Peter focused on strategy, customers, and closing deals, while Henry spent his entire day buried in HR tasks, compliance worries, and administrative work.

For Henry, this cycle never ends—payroll deadlines, benefits questions, hiring struggles, and legal risks will always be waiting. But for Peter, partnering with a PEO changed everything.

Who would you rather be?



A PEO SAVES TIME, reduces risk, and helps small businesses attract and retain talent—all while giving owners the time and space to focus on long-term growth and big-picture concerns.

Did You Know?

The average business sees a **27% ROI on money** spent on PEO services.⁴

Want to see these benefits in action?

CONTACT COADVANTAGE TODAY TO LEARN MORE!

1 [Just two payroll errors can cause 49% of employees to start job hunting](#)
2 [The State of Employee Benefits: Findings From the 2018 Health and Workplace Benefits Survey](#)
3 [The ROI of Using a PEO](#)
4 [How to Leverage a PEO to Help Grow Your Small Business](#)