

# The age of one-size-fits-all HR is over

How HR gets done is an important decision for every company. Which approach is right for you?

## Traditional Employment Model: Company resources handle it all

In a traditional employer model, your company manages all aspects of employee administration. It could mean all responsibilities are handled by an internal team, the management of several vendors, or a mix of both. In this model your business takes on all the liability for being in compliance, and your company resources are responsible for strategy as well as execution.

**In a traditional employment model the company handles it all.**



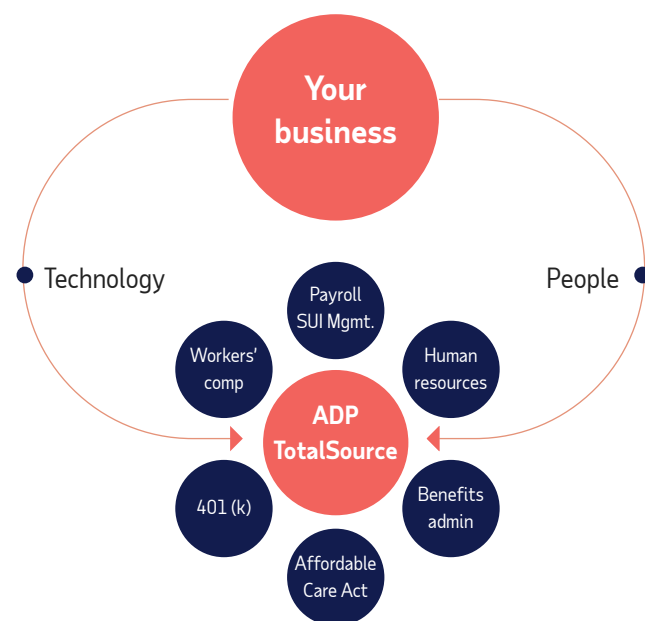
### Why do companies choose a traditional employer model?

- Fully staffed with experts and administrators across all human capital domains
- Prefers to establish company-specific policies and processes
- Procures, negotiates and administers benefits directly with the carrier partners
- Seeks technology automation solution that's managed by company staff

## Co-Employment Model: HR partner that shares liability, and provides expert guidance, administration and technology

In a co-employment partnership, the Professional Employer Organization (PEO) becomes the Employer of Record for your business' employee administration. The day-to-day management and operations of your business are in your control, while the PEO keeps you on track to hire employees, pay them, provide benefits, answer employee questions, manage workplace safety, run a compliant workplace and support day-to-day HR.

**In a co-employment model the HR partner handles it on your behalf.**



### Why do companies choose co-employment with ADP TotalSource®?

- Expert guidance and support to handle employee matters like a pro
- Fully integrated technology and partnerships that help you run your business better
- Reduced exposure with compliance guidance and the backing of ADP® when employee issues arise
- Unmatched benefits to help you provide for your employees, including medical offerings from leading carriers
- Administration relief for pay, benefits, claims, and compliance

## Join the ADP TotalSource Family

Our team of experts works with businesses like yours every day. We bring years of experience and insights into the relationship as well as tools and data to help you manage whatever comes your way.

- **Your employees become part of the ADP family, too.** Great service and helpful answers are our priority. It's why Business.com named ADP TotalSource the best PEO for customer service.
- ADP TotalSource is **an IRS-certified and ESAC-accredited PEO**, giving you more financial protection and peace of mind.
- **Our customers rave about us.** We're consistently awarded 4+ stars for service, technology and overall experience.

Choose the approach you can trust to manage the most valuable asset you have — your employees.

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