

**YOUR  
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RESOURCES  
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**THE HOPKINS GROUP**



**HUMAN RESOURCES  
BUSINESS SOLUTIONS**

## A COMPARISON TO PROFESSIONAL EMPLOYER ORGANIZATIONS

Many small- and medium-sized employers struggle with providing their business and employees professional human resources assistance. While there are a number of respected professional employer organizations (PEOs) that an employer could contract with, they are not always the right solution. Choosing an outsource organization, such as The Hopkins Group, may provide your business with a more effective solution to your human resources needs. Contact us today for a needs assessment, at no charge to you.

	The Hopkins Group	PEOs
Freedom to focus on your business	Yes	Yes, but requires onsite HR resource
Ability to choose services à la carte if, or when, needed	Yes	No
Required to pay for all services even if not used	No	Yes
Costs	Lower cost – pay only for what is needed	Higher cost – must pay for all services regardless of need or use
Federal and state law and regulation compliance	Yes	Yes
Dual employer issue (Client still liable for actions of PEO but without control)	No	Yes
Ability to select benefit plans and providers	Yes, customized to your needs & budget	No
401(k) Plan participation	Based on Client's Plan	Based on PEO Plan and Level of Participation
Unemployment claims handled	Yes	Yes
Payroll processing using software of your choice	Yes	No
Dedicated Support Contact	Yes	Yes, but multiple contacts based on service
Number of contact hours with client limited	No	Yes
Weekend availability	Yes	No
Requires In-house HR contact	Not required until business justifies cost	Required – minimum 25 hours per week
Investigations handled in person	Yes	No
Employee relations issues handled in person	Yes	No
Strategic HR and business planning	Yes	Yes – limited to general HR issues

The Hopkins Group, LLC is registered with the NCTRCA and CCR as a Woman Owned Business and we are registered with the State of Texas as an Historically Underutilized Business.