



Choose the **SOLUTION** **BEST** For Your Business **PEO or ASO**

National offers two total solutions for business; **PEO (Professional Employer Organization)** and **ASO (Administrative Services Organization)**. Both solutions provide human resources, payroll and benefits administration with the major difference being a PEO is a co-employment relationship and ASO is provided as a service. Please review the chart below to see some of the other differences in the two solutions so you can choose which one is right for you!

SOLUTION FEATURE	PEO	ASO
PAYROLL		
SUBMISSION VIA WEB, EMAIL OR FAX	✓	✓
TAX PROCESSING VIA EFTPS ON NATIONAL'S FEIN	✓	
TAX PROCESSING VIA EFTPS ON CLIENT'S FEIN		✓
W-2 PROCESSING	✓	✓
DIRECT DEPOSIT	✓	✓
ONLINE TIME & ATTENDANCE	✓	✓
ADMINISTER GARNISHMENTS & LEVY'S	✓	✓
NEW HIRE REPORTING	✓	✓
STANDARD & CUSTOM REPORTS	✓	✓
PREPARATION AND SUBMISSION OF W-3, 940'S, 941'S SUTA, SDI, COUNTY AND LOCAL TAXES USING NATIONAL'S FEDERAL AND STATE ID'S	✓	
PREPARATION AND SUBMISSION OF W-3, 940'S, 941'S SUTA, SDI, COUNTY AND LOCAL TAXES USING CLIENT'S FEDERAL AND STATE ID'S		✓
EMPLOYEE BENEFITS		
NATIONAL'S PACKAGE OF GROUP BENEFITS & ADMINISTRATION	✓	
BENEFITS (MEDICAL, DENTAL, VISION, STD, LTD, LIFE, ETC) & ADMINISTRATION	✓	✓
5-TIER SECTION 125 FSA	✓	✓
401(K) RETIREMENT SAVINGS PLAN	✓	✓
COBRA/CONTINUATION ADMINISTRATION	✓	✓
EMPLOYEE ADDS & DELETES	✓	✓
BILL RECONCILIATION	✓	✓
HUMAN RESOURCES		
ON CALL/ON SITE HR SUPPORT	✓	✓
UNEMPLOYMENT COST CONTROL	✓	✓
FEDERAL, STATE & LOCAL COMPLIANCE	✓	✓
CUSTOM EMPLOYEE HANDBOOK	✓	✓
PERSONNEL FILE COMPLIANCE	✓	✓
TRAINING & SEMINARS	✓	✓
STAFFING SOLUTIONS	✓	✓
JOB DESCRIPTION ASSISTANCE	✓	✓
DRUG TESTING & BACKGROUND SCREENING	✓	✓
WORKERS COMPENSATION		
NATIONAL'S GROUP PLAN	✓	
PAY AS YOU GO	✓	INQUIRE ABOUT AVAILABILITY
AUDIT ASSISTANCE	✓	✓
INJURY TRACKING	✓	✓

**This is intended to be a sampling of the differences between National's PEO and ASO program and should not be construed as anything other than an illustration. Please inquire about the limitations, additions, exclusions and details of the items listed. Actual terms would be described and agreed upon within a client service agreement. National's programs are subject to change (as business conditions dictate) with or without prior notice; 2011-2012.*