



# Payroll Setup



**EMPLOYERS**  
INSTITUTE  
Structure. Stabilize. Sustain. Scale.

[www.EmployersInstitute.com](http://www.EmployersInstitute.com)



## Payroll Setup

Setting up payroll is one of the most important pieces to your business. Employee compensation is one of the things that will keep them coming to work every day. The company you choose to run your payroll is just as important. This is not something you want to do yourself. And, you want a company with the latest tools coupled with the best bang for your buck. You want payroll to run smoothly with direct deposit, you want to stay out of tax problems and you want to process payroll in minutes. This breakdown will help you choose the best company for your business. Our objective review of each will help you make an even more informed decision.

Some payroll companies also act as a PEO. They do more than just run your payroll. They handle additional HR needs for businesses.





## **What is a PEO?**

PEO means professional employer organization. They serve to help small and mid-sized businesses manage certain HR responsibilities and risks through co-employment.

## **How PEOs work**

In a co-employment relationship, both the business and the PEO share certain employer responsibilities. The PEO typically processes payroll, withholds and pays payroll taxes, maintains workers' compensation coverage, administers employee benefits and provides human resources guidance. This leaves you to manage regular business operations, like providing products and services to customers, and making decisions about which employees to hire or terminate.

## **What do PEOs not do?**

Although a PEO may handle HR administration, that doesn't mean you cede ownership or complete control of your organization to them. A PEO will not:



- Make decisions regarding your business independently
- Help with marketing, sales or product distribution
- Assist with department creation and department policies
- Assist with company policies
- Dictate pay rates, hours or schedules
- Dictate matrices for promotions and salary increases
- Determine disciplinary and grievance processes
- See The Employers Institute for items PEOs do not do

## **Intuit Payroll**

Intuit Payroll is part of the Quickbooks family. It has a long and trusted history of handling accounting, taxes and payroll functions for businesses. It is one of the leaders in the industry. It has all of the latest features and PEO functions you will need, to include health benefits, 401k setup and employee portal access. It is a service with one of the lowest monthly costs. The platform handles both employees and contractors, with data input for payroll processing taking minutes.

Gain access to special features of Intuit when you enroll using this [link](#).

## **Gusto**

Gusto is one of the latest PEO newcomers but also one of the fastest growing. Its functionality is of the most up-to-date you will find on the market. It has a more casual approach with its marketing. Be aware that Gusto markets to your employees that you setup, encouraging them to sign up for certain options, to approach the employer to sign-up for add-ons and offers rewards to them for referring friends to sign-up for an account. The platform processes payroll for all employment types and industries. One great thing about Gusto is you do not pay until you run your first payroll.

Gain access to special features of Gusto when you enroll using this [link](#).

## **ADP**

ADP is the largest payroll processor in America. It has regional offices and representatives to assist companies with their HR needs. It's customer service and response rates are among the highest in the nation. So is its monthly premium. However, it could be well worth it to larger companies with complex or specific needs. There are cases where ADP conducts the payroll data input for businesses, though you also have the do-it-yourself option as the smaller payroll platforms.

Gain access to special features to ADP when you enroll using this [link](#).





## **Deel**

Deel is a global payroll processor and one of the ideal options for companies with international employees and contractors. It works for companies with offshore operations as well. It is a far cheaper expense than setting up payroll in foreign countries on your own. The monthly charge per worker is also very reasonable if revenues are relative to that of the United States.

Gain access to special features to Deel when you enroll using this [link](#).

## **Square**

Square started as a global merchant processor with billions of dollars being processed daily. It is part of the Apple family, which makes it a constant revolutionizer of its features. It now handles banking, loans, and yes, payroll. It is a great option for merchants since its customer service and responsiveness has significantly improved. Caution on the side of placing all of your business needs with Square (or any other vendor), as the lack of diversity can be convenience but also make your business vulnerable to that vendor.

Gain access to special features of Square when you enroll using this [link](#).

Don't forget to sign up for our "How-To: 3 Tips" newsletter at this [link](#).





**EMPLOYERS**  
INSTITUTE  
Structure. Stabilize. Sustain. Scale.

[www.EmployersInstitute.com](http://www.EmployersInstitute.com)



[EmployersInstitute.com](http://EmployersInstitute.com)

Payroll Setup