



HR Consultant vs. PEO

What's the Best Fit for Your Business?

At aHRrow, we believe that HR should feel like a partnership—not a plug-and-play service. Here's how our personalized consulting compares to the PEO model:

Nature of the Relationship

- ✓ **HR Consultant (That's Us):**
We're your trusted advisor—an experienced HR partner who works alongside your leadership team. You get expert guidance with a personal touch, without giving up control.
- ✗ **PEO:**
With a PEO, you enter a legal partnership where they become the employer of record. It's a structured setup with less flexibility, and you may feel like you're fitting into their system—not the other way around.

Services Provided

- ✓ **HR Consultant:**
Custom, strategic support tailored to your business:
 - HR Audits & Assessments
 - Policy Development & Employee Handbooks
 - Leadership Coaching & Training
 - Talent Acquisition Strategy
 - Culture & Change Management
 - Compensation Planning
 - Employee Relations Guidance
 - Proactive Compliance Support
- ✗ **PEO**
Template-driven and often transactional:
 - Payroll & Tax Administration
 - Benefits (Health, Retirement, etc.)
 - Workers' Comp & Risk Management
 - Basic Compliance Support (reactive, not proactive)

Level of Control

- ✓ **HR Consultant:**
You stay in control. We advise and help implement, but you make the final decisions—tailored to your culture and goals.
- ✗ **PEO:**
Control over key areas like payroll and benefits shifts to the PEO. Decisions are often made according to their systems and vendors.

Ideal Use Case

- ✓ **HR Consultant:**
Ideal for businesses who want real HR leadership without hiring in-house. We act as your fractional HR partner, offering both strategic and core HR support.
- ✗ **PEO:**
Best for small companies looking to fully outsource HR administration and benefit from large-group pricing, with less focus on internal strategy or company culture.

Cost Structure

- ✓ **HR Consultant:**
Flexible, transparent pricing: hourly or project-based. We'll work with you to prioritize what matters most and structure our services to fit your goals and budget.
- ✗ **PEO:**
Typically charges a flat monthly fee per employee or a percentage of total payroll—often with bundled services you may not need.



The Bottom Line?

If you're aiming for strategic, personalized HR support—not just a one-size-fits-all service—aHRrow is the partner to guide you forward.

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