

WORLD VIEW

By CHRISTOPHER D. LANCETTE

Hiring the American Way

Expanding to the U.S.? PEOs can ease your personnel woes.

BOB RAJEWSKI WAS on the fast track to growth. Two years ago, the president and CEO of Tornado Technologies Inc., a successful pressure vessel and combustion product manufacturing firm in Stettler, Alberta, took a huge leap forward in his plans to establish a presence in the United States: He opened a sister company in Alleyton, Texas. The potential seemed great, as did one problem in particular—how to deal with hiring and employing American workers.

Rather than sweating the details, Rajewski turned to Kingwood, Texas-based Administaff Inc., one of many flourishing professional employer organizations (PEOs). “Contracting with Administaff eliminated the need to hire a payroll person,” says Rajewski, 40, “and it ensured all the personnel paperwork would be handled.”

Rajewski isn't wrong to assume personnel issues in America are somewhat of a nightmare. Statistics compiled by the U.S. Small Business



Nothing personnel: Bob Rajewski's expansion unveiled an interesting fact: Texas just isn't Canada.

Administration confirm the task is difficult, with the average U.S. small-business owner spending between 7 and 25 percent of his or her time handling employee-related paperwork. And don't forget the cost of dealing with tax compliance and the many nuances involved in employing people in the United States. No wonder Rajewski and many other global entrepreneurs enlist PEOs for help with everything from benefits packages to legal compliance issues...in

exchange, of course, for a small percentage of their personnel expenses.

“The emerging global economy means more international businesses are expanding into the United States,” says Paul Sarvadi, Administaff's CEO. “But what awaits them here is more than increased opportunity. They're soon confronted with what can be an overwhelming task: learning, understanding and applying our complicated system of employment laws. Our small to midsized client companies are better able to focus on their profitability because we relieve some of the responsibilities related to personnel.”

For more information, contact the National Association of Professional Employer Organizations at www.napeo.org or (703) 836-0466. □

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For more information about Administaff, call 800-465-3800 or visit the company's website at www.administaff.com