

# PEO Compliance Program

Rippling PEO is offered by Rippling PEO 1, Inc., a wholly owned subsidiary and a fully licensed professional employer organization (PEO). Rippling PEO provides comprehensive HR solutions for small and mid-size businesses such as access to better, more affordable benefits, multi-state tax registrations, and a multitude of administrative HR functions—like payroll, compliance, and workers' compensation.

As a PEO, Rippling PEO acts as a co-employer. That means we divide responsibilities with our client companies: we provide a comprehensive set of HR, payroll, benefits, tax registration, and compliance services while letting clients maintain control over their day-to-day operations, including hiring and compensation decisions.

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## State compliance

In many states, PEOs must be licensed. Currently, 37 states require licensing, with some states allowing a company to apply only if there are employees/wages in that state.

In addition to licenses, PEOs must maintain up-to-date compliance filings, including:

- PEO registrations and renewals
- State and income tax account registrations
- State unemployment account registrations
- New employee notices
- Required workplace posters
- Client addition and termination reporting
- Quarterly payroll tax certification
- Notice of cancellation of workers' compensation coverage
- Unemployment insurance quarterly tax and wage reporting

Where required, PEOs must also be bonded. A surety bond is a way to guarantee the PEO's obligations to the state, such as payment of employment taxes, unemployment insurance, and workers' compensation coverage.

Rippling's financial strength, access to financial markets, and focus on in-house compliance have enabled us to access and secure all required surety bonds required to maintain ongoing compliance.

## End-to-end PEO compliance

At Rippling PEO, we have implemented robust administrative, technical, and contractual controls to maintain an end-to-end PEO compliance program.

### **Internal policies and compliance reports**

Rippling's Insurance and Regulatory Committee reviews all key policies and compliance reports, while our Compliance team maintains documentation providing more detailed information on operational standards.

## Resources and expertise

Rippling is a member of the National Association of Professional Employer Organizations (NAPEO), which hosts industry events and maintains a regulatory database that we use to stay up to date on relevant federal, state, and local requirements for PEOs.

The knowledgeable, experienced advisors of the NAPEO also provide us with insights and guidance on topics like:

- Co-employment
- PEO licensing and compliance
- Benefits and workers' compensation
- State unemployment registrations and other filings
- Payroll tax matters

## Training

Regular training is conducted to provide relevant and timely information to individuals involved in the PEO.

## Technical tools

We use the Employer Services Assurance Corporation's (ESAC) PEO compliance tools to ensure on-time filings. These tools automate compliance notices and filings to ensure compliance with both PEO- and customer-level regulatory requirements.

## Licensing program

Rippling PEO is licensed in all states that require special licensing to operate a PEO. Copies of our PEO licenses can be accessed [here](#).

## Reliability

With access to financial markets plus significant venture capital backing, including our [most recent infusion of \\$145M](#), Rippling is uniquely able to provide a safe, reliable PEO program. And by maintaining a robust corporate insurance program, we sufficiently protect our entities from downside risk.

## Additional resources

[How does a PEO work?](#)

[Benefits of a PEO for small businesses and startups](#)

[How to choose a PEO](#)

[The Rippling PEO](#)

[Rippling PEO licenses](#)



Rippling helps businesses manage all their employee operations—from HR to IT—in a single place, enabling you to automate payroll, benefits, computers, apps, and more.