



# Tampa's Mike Miller Interviews on the Evolution of the PEO Industry

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In an interview with *InSync PEO Podcast*, **Mike Miller** discusses the evolution of the PEO (Professional Employer Organization) industry, from its start in the late 1980s in Florida through subsequent regulation and licensures. Mike was integral in establishing the PEO industry and drafting the very first licensure bill. Soon thereafter, PEOs were providing HR guidance, 401K plans and health insurance.

"The legitimization of the PEO industry provided greater safeguards to employers and brought in greater investment opportunity from private equity," Mike explains. "We have evolved so significantly from those early days that I sit back and I'm truly amazed by the men and women who have brought us to this point." Mike also discusses the current environment for PEOs and what it takes to break into the market.

To listen to the podcast, visit [\*InSync PEO Podcast\*](#).

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**Michael R. Miller**  
Senior Counsel  
813.769.7457

Email

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