XCELHR
PEOPLE RESOURCE MANAGEMENT

HOW MUCH TIME DO THESE BUSINESS OBLIGATIONS COST YOU?

Human Resources

- "Alphabet Soup" of Compliance
  - ADA
  - ADEA
  - Civil Rights
  - Davis Bacon
  - EPA
  - EPPA
  - EEO
  - ERISA
  - Fair Credit
  - FLSA
  - FMLA
  - WARN
- Employee Litigation
  - Sexual Harassment
  - Discrimination
  - EPLI
  - Arbitration
- Handbook
- Audit
- Administration
  - Job Descriptions
  - Performance Reviews
  - Personnel Folders
  - Discipline
- Recruiting
  - Placing Ads
  - Interviews
  - Background Checks
  - Pre Hire Assessment
- Training
  - Leadership
- Unemployment
  - Claims
  - Hearings
  - Cost Control
- Surveys
  - Employee Satisfaction

Payroll Processing

- W-2s
- Tax Filing
- New Hires
- Garnishments
- Payroll Deductions
- Direct Deposit
- Time & Attendance
- HR Info System
- GL Interface

Health Reform

- Small Business Tax Credit
- W-2 Reporting
- Grandfathered?
- PPACA

Employee Benefits

- Benefits Administration
- New Hire Application
- Billing Set Up
- Terminations
- Bill Reconciliation
- 401(k)
- Deferred Compensation
- COBRA
- Premium Only Plans
- Flexible Spending Accounts
- Health Savings Accounts
- Open Enrollment
- Voluntary Benefits

Risk Management

- Workers Compensation
- Claims Management
- Safety Programs
- OSHA