



Happy INDEPENDENCE Day!

True INDEPENDENCE is hiring a Human Resource Professional.

How successful could you be if you could focus on what you do best? It's a question worth asking. And we not only HAVE the answer...We ARE the Key!

Key HR has aligned with preferred partner companies to offer new and innovative ways to meet our clients' payroll, employee leasing, benefits and insurance

needs. Our relationship with these companies helps business owners reduce costs, save time, optimize their workforce, increase revenue and minimize risk.

KEY CHANNEL PARTNER OF THE MONTH



Trust KeyHR to provide you with...

- Access to more service providers than any other business of our kind
- Specialists in every area of Human Resources
- Solutions for companies at all stages of development – from start ups to fully mature
- A firm commitment to stay current on the laws that affect your industry and business
- Savings from 20 to 40 percent off your bottom line



PAYROLL

What Happens When You Pay an Employee Incorrectly

Mistakes happen but mistakes in payroll can be a costly one. As common sense tells us, overpaying employees is lost money. Underpaid employees can cause potential legal repercussions. These mistakes occur more often with hourly employees. Here are some tips on how to handle each situation.

Overpaying an Employee In most situations, employers have the right to regain overpayments but laws differ from state to state. First notify the employee of the error, payroll records are important to show the overpayment. Always adhere to federal and state minimum wage laws. You can't deduct from a future paycheck if that results in an hourly rate below minimum wage. In this situation, you'd have to deduct from several

future paychecks to abide by the law.

Underpaying an Employee If you underpay an employee, it is important to begin the process of repayment as soon as possible. Pay the repayment no later than the next paycheck. If you are consistent with underpayment, consider hiring a local tax identifier. Keep records of the error and have your employee sign the record in case of legal action is used.

HUMAN RESOURCES



If combined, the new agency would be responsible for meeting the needs of U.S. workers through the entire employment life-cycle...

Trump Administration Weighs Ending Dept. of Labor:

What Does This Mean for Human Resources?

In the White House’s “Delivering Government Reform Plan and Reorganization Recommendations,” the Trump administration announced it hopes to merge the DOL with the Department of Education.

Under the proposal, the two agencies would combine to form the Department of Education and Workforce. The goal of the merger: to improve efficiency by sharing the two government resources.

If combined, the new agency would be responsible for meeting the needs of U.S. workers through the entire

employment life-cycle – beginning with their initial education and skills development, tasks currently handled by the Dept. of Education.

To accomplish this, the merged department would be broken down into the following four main sub-agencies:

1. **K-12,**
2. **American Workforce and Higher Education Administration,**
3. **Enforcement, and**
4. **Research, Evaluation, and Administration.**

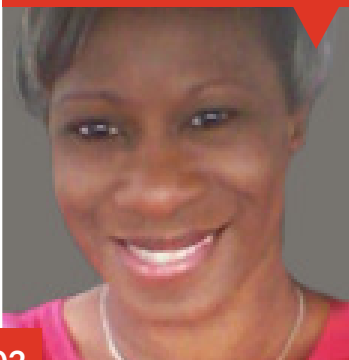
What it could mean for HR?

The success of the merger (if approved) could take time to sort things out, reduce redundancies, reassign personnel, and define mission/direction.

This could mean that DOL enforcement activities are delayed, or curtailed for a period of time. On top of reducing federal spending by eliminating redundancies, some negative aspects could include a much larger agency with a confederation of bureaucrats without a clear direction or purpose.

hrmorning.com

KEY EMPLOYEE



Tuwana Ware -risk manager

Tuwana Ware leads the Workers’ Compensation claims management for Key HR. Tuwana has more than a decade of experience in the Workers’ Compensation arena. She also has extensive professional experience in the legal industry. Tuwana’s broad depth of knowledge in Workers’

Compensation allows her to work with carriers to ensure proper claims management; while working with clients to aide them in returning employees back to work and mitigate exposure. Tuwana is a valued part of the Orlando community and the Key HR team.

EMPLOYEE BENEFITS

12 Workplace Perks Your Wallet Will LOVE

When you think of a job you think of a paycheck, but there are other perks besides the paycheck that are offered like benefits. Wellness plans, insurance policies and even free food.

Atrium Staffing, a New York City-based employment agency, surveyed its database of job seekers and found 91% would accept a new opportunity if better benefits were offered. “The top employers are the ones thinking about how they create the best work environment and compensation packages,” says Jeff Howkins, president and CEO of Ascensus College Savings.

When it comes to benefits that offer the most value, talent experts say these are the ones you want:

Health Insurance - From a dollars-and-cents standpoint, practically no benefit is as valuable as health insurance.

Retirement Plan - 401(k)s are funded largely by workers, some firms make an automatic contribution to the fund as part of a compensation package.

Health Savings Account - Money deposited into the account is tax-deductible. It then grows tax-free, and withdrawals used for qualified health care expenses are tax-exempt.

Equity in the Company - Google made hundreds of people instant millionaires when the company went public in 2004. While not everyone is going to become a millionaire because of stock options, equity in a company can be a valuable commodity.

Employee Health Care and Assistance Services - Workers may sidestep costly problems by addressing issues proactively.

Parental Leave - Some companies also offer family planning perks.

Paid Time Off - Unlimited time off was one of the top three benefits job seekers desired. It's a perk that's been embraced by companies such as Netflix.

Career or Personal Development - Career-development sessions are a low-cost way for companies to afford workers the chance to gain skills and knowledge needed to further their careers.

Tuition Reimbursement or Loan Repayment - These benefits offer significant value, but workers need to understand the fine print. In some cases, they may be required to pay back benefits if they don't stay with their employer for a certain number of years.

College Savings Accounts - Plans offer the chance to pay for qualified higher education expenses using tax-exempt dollars. Plus, some states offer deductions for certain contributions.

Parking - Finding an employer who will pay for parking is no small thing in some urban areas, including Los Angeles, where parking can cost up to \$400 a month.

Food - Complimentary meals have long been a mainstay at startups.

Older workers might not be too impressed by these perks, but everyone has different priorities. And that's the bottom line when it comes to workplace perks, experts say. Individuals must decide for themselves which benefits add the most value to a compensation package.

usnews.com

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WORKERS' COMP



Serious Workplace Injury is on The Rise

While the workplace is getting safer, the cost of serious workplace injuries is going up, according to a study by Liberty Mutual. The workplace injury percentage has gone down but the COST has gone up dramatically.

The top causes of serious workplace injuries were:

- Overexertion
- Falls on same level
- Falls to lower level
- Struck by object or equipment
- Other exertions or bodily reactions
- Roadway incidents involving motor vehicles
- Slip or trip without fall
- Caught in or compressed by equipment or objects
- Struck against object or equipment
- Repetitive motions involving microtasks

Worker's Compensation is a critical business issue. If you haven't thought much about it, chances are it's costing you too much – and if an incident happens, it can cost you a lot more.

KeyHR will work on your behalf in dealing with premiums, claims, regulators and injured workers to ensure the best possible outcomes for your business, your employees, and your bottom line.

To get more information on a PEO click here: <http://keyhro.com/peo/>

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WELLS FARGO

WE ARE THE KEY TO YOUR SUCCESS!

Want to learn more about what KeyHR can do for your business?

Contact us today!

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KeyHR's Golf Sponsor - BRETT DREWITT

Exempt status

PGA TOUR: 33rd on 2016 Web.com Tour priority list.

Web.com Tour: Exempt - Finished 11-45 at 2015 Web.com Tour Qualifying Tournament (exempt to second reshuffle).

Personal

Enjoys watching cricket. Loves James Bond movies. Favorite TV show is "The Big Bang Theory." Admires players like Adam Scott and Ian Poulter. Most famous person he met is professional cricket player Michael Clarke. If he weren't playing professional golf he would be playing cricket. Best sporting event attended was Game 7 of the Stanley Cup Finals between the Chicago Blackhawks and the Detroit Red Wings. Dream foursome would include Jack Nicklaus, Rory McIlroy and Adam Scott.

GOLF CORNER

**JULY 12 - 15 • Utah Championship presented by Zions Bank
Oakridge Country Club, Farmington, UT • Purse: \$700,000**