



UNLOCKED

WE ARE THE KEY TO YOUR SUCCESS!

KeyHR is the KEY to Your Success

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!

KeyHR is aligned with preferred provider 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. If your company needs to save money, address compliance issues, improve efficiencies and increase productivity, we have the solutions.

If your company needs to save money, address compliance issues, improve efficiencies and increase productivity, we have the solution and the key to your success.

Trust Key HR 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 startups 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

It could be one of the smartest business decisions you ever make!

FINAL THOUGHTS

Everything you have read so far indicates that there is no simple equation or one fundamental thing that ensures the success of your business. Perfect paychecks, accurate timekeeping, compliance, and a positive employee experience are all intertwined in a domino-like relationship. If you can check off each of these aspects of your business, you are likely in a good place. If one falls, it can negatively impact other areas of your business in a ricochet manner.

Integrating timekeeping and payroll is not just a solution to a business problem, it's a proactive measure to avoid the problem.

americanpayroll.org



KEY CHANNEL PARTNER OF THE MONTH



FOUNDATION PEO SOLUTIONS, INC

PAYROLL

3 Key Benefits of Integrated Timekeeping & Payroll

To an untrained eye, processing payroll seems like a simple mathematical equation – you multiply the number of hours worked by the hourly rate, and ta-da...a paycheck is delivered. It's quite obviously much more complex than that when you think about adding in tax deductions, benefit elections and potentially even overtime. But the root of a paycheck starts with employers knowing "how much" their employees have worked. While there are several ways to understand that, the most common, and universal is, in fact, tracking time. Aptitude Research Partners explored the benefits of integrating payroll and timekeeping systems and three critical benefits emerged.

1. ENHANCING THE EMPLOYEE EXPERIENCE. The relationship between an employee and their company is reciprocal. The employees drive the business, but they only can do that if they are set up in a position to do so. Delivering accurate paychecks is crucial to maintaining a positive employee experience that will keep your retention rates high. A staggering 49% of U.S. workers will leave a job after experiencing just two problems with their paychecks.

2. FREEING UP TIME TO TACKLE NEW PROJECTS. Organizations using a solution that has both timekeeping and payroll capabilities were 44% more likely to have a payroll error rate at 2% or less. Saving payroll administrators, managers, and other employees countless hours of administrative work and the potential cost of time having to reissue checks or expensive compliance fines is key. Organizations with integrated timekeeping and payroll reportedly overachieved their revenue targets by 7%.

3. ENSURING REGULATORY COMPLIANCE. Today's regulatory environment is in a constant state of change and development, making it difficult for businesses to keep pace with compliance. No matter what size your business is, managing workforce compliance is a complex and high-stakes undertaking. The penalties of noncompliance are steep and can be crippling for a company in terms of money, time, and resources.

Creating a 21st Century Federal Workforce

A key element of President Donald Trump's management agenda is "Developing a Workforce for the 21st Century." Clearly, the more than 2 million federal workers can make or break any reforms. The agenda includes proposals for human capital management reforms, strategic workforce management, talent acquisition, continuous learning and agile operations. None of the proposals are unreasonable, nor are they partisan. They are simply sound management practices that are essential for any kind of large-scale government transformation to succeed. One essential element that can stand in the way is the federal government's human capital infrastructure. Does the HR community have the capability to do what the president has proposed?

The answer is probably no. The federal human capital infrastructure is primarily transaction oriented, and there has been no successful large-scale human capital reform since the Civil Service Reform Act of 1978. Agencies have underfunded their human resources offices, and the Office of Personnel Management (OPM) has focused on asking agencies to do more rather than updating their own outdated regulations. There are three steps that the administration should take if it hopes to make the goal of a 21st century workforce a reality.

1. Review and update OPM regulations to provide the most flexibility allowed under the law. While observers typically point to federal laws as the barrier to good hiring, the reality is that much of what gets in the way is contained in OPM regulations rather than in statute. That means OPM could rewrite many of them with an eye toward simplification, flexibility and modernization. For example, the job classification process is so slow, rigid and confusing that potential job seekers may have no idea what kinds of jobs they should be looking at. There are as many as 400 different job series, with multiple grades for each. Add to that job qualification standards that are often outdated and unnecessarily complex, and it is not just job seekers who are frustrated. So are federal managers who want to move employees around to better use their skills and meet mission requirements.

2. Pursue statutory relief to modernize federal hiring, beginning with veteran preference. The federal hiring process is complicated, slow and burdensome. Virtually no one is happy with it, and it is a substantial barrier to the government's ability to recruit top talent. While the private sector is content to recruit using resumés, the government continues to demand lengthy job applications and uses dozens of hiring authorities that leave managers and applicants alike confused and frustrated. One of



the chief drivers of the complexity of the hiring process is veteran preference. Veteran preference has been a requirement of the civil service system since President George Washington first considered military service for appointments in his administration. The objective of recognizing military service with preference in hiring continues to justifiably receive strong support from the public and the Congress. It has also resulted in the profusion of hiring authorities that agencies use, most of which are designed to allow agencies to bypass veteran preference.

3. Modernize federal HR offices. Federal HR offices tend to have a transaction focus, based in large part on the clerk-to-specialist career path of many HR practitioners and the crushing workload that many of them experience. With the requirement that they understand and apply hundreds of rules for hiring, job classification, and every other aspect of human capital management, it is a wonder that federal HR offices succeed to the degree they do. Most are so busy just keeping the basics working that they have no time to focus on strategic human capital issues.

HR practitioners have pursued the holy grail of "strategic advisor to managers" for decades, but the inability to keep the hiring process running smoothly means many of them will never reach that goal. If that is not enough, we can add the antiquated systems that many are using, including some systems written decades ago in COBOL. Even if the Congress could muster the bipartisan support for reformed federal hiring processes, there is little certainty that an unreformed HR community would be able to execute reformed processes. They will need better training, adequate resources, and modern HR systems to have any chance of successfully making the transition from transaction processors to strategic advisors.

Modernization of the government's human capital legal and regulatory frameworks are essential underpinnings of a 21st century workforce. Building a professional HR capability is equally essential.

shrm.org

EMPLOYEE BENEFITS



5 Unexpected Business Decisions You Should Negotiate

Cash flow problems kill small businesses every year. Wouldn't it be nice to cut some costs and give your company more room to grow -- and yourself less reason to worry?

Research from CB Insights found that 29 percent of companies that fail do so because they run out of money. Some businesses fold because they don't raise enough investor capital, but they often go under because they pay too much for things they need. Employees, leases and vendors are expensive necessities. To make the most of every investment, you need to know when -- and how -- to negotiate better prices. Negotiations aren't just for sales teams. Consider negotiating in these areas to help cut your costs:

1. Lease. Most businesses don't know their lease renewal is negotiable. Conventional wisdom has been that when the terms are up, the best you can do is sign the renewal. But that's not the case. The same incentives offered to new tenants -- rate negotiation, tenant improvement allowances, free rent and more -- can also be achieved at lease renewals.

2. Employee benefits. Every new employee wants to earn the biggest possible salary. Many of the best come in with demands that are either difficult or impossible for small companies to meet. However, instead of offering more pay, companies can negotiate extended benefits to attract (and retain) better workers. Offer perks like flexible time off, extra PTO and work-from-home options to get top talent for less money.

3. Supplier packages. Suppliers and vendors like to present their packages as shopping lists, but that doesn't mean they're as inflexible as a grocery store. Instead of paying list prices for office supplies and industry-specific needs, shop around with suppliers and use different offers to find the lowest rate. Compare the options on the market and pick your favorite prospective suppliers before talking to your preferred options to find an agreeable middle ground.

4. Loan terms. Banks enjoy a position of power in the business world. Without their money, small businesses don't have the lines of credit and funds they need to provide their services and products. However, while small business loans may appear to be hard numbers, smart owners can find great rates and better terms with some effort. Shop with banks, bone up on financial covenants, balloon payments and other important subjects.

5. Debt settlements. Most businesses owe a variety of debts. When times get tough and payments get tougher, don't just sit back and hope sales turns around. Reach out to owed parties and negotiate more favorable terms to keep both sides happy. While debt negotiation can save money in the short term, frequent underpayment will lead to denied lending applications in the future.

Small business life is tough -- don't make it tougher by paying more than you must. Look at your expenses, and think about how to negotiate those costs down. With a little time, research and smooth talking, you can keep more of your money and use it to grow your company over the long haul.

benefitnews.com

WORKERS' COMP



The Only Thing That Will Change is Your Bottom Line

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.

Let us help you eliminate surcharges, premium deposits, audits, modifiers and sometimes down payment & lower overall workers' compensation cost in all facets of coverage.

Our PEO Services offered include:

- Payroll
- Benefits
- Workers' Compensation
- Human Resources
- Risk Management

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



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



Savings from 20 to 40 percent off your bottom line



Solution 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

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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Key HR is partnering with The First Tee of Central Florida & raising money for their Keeping Kids on Course Golf Marathon. We would sincerely appreciate your support for this fundraiser & our goal. You can donate now go to:

grouprev.com/tftcflgolfmarathon-KeyHR

GOLF CORNER

BRETT DREWITT

Upcoming Tournaments

DORMIE NETWORK CLASSIC

AT BRIGGS RANCH

APR 25 - 28

Dormie Network Classic at Briggs Ranch