



KEY CHANNEL PARTNER OF THE MONTH



PAYROLL

Main Street Businesses Are Optimistic About 2020

Principal Financial Group® announced today that most small and medium-sized businesses (SMBs) are expecting to stay in growth mode over the next year while investing to stay competitive in a tight U.S. labor market, according to the 6th annual Principal Financial Well-Being IndexSM: Business Owners.



The Principal Financial Well-Being Index aggregates key insights from nearly 600 interviews with employers with less than 1,000 employees across the U.S. to provide a holistic perspective on timely issues facing this market segment, which makes up 99% of U.S. companies.

“This year’s Principal Financial Well-Being Index revealed a majority of SMBs are growing despite universal challenges like health care costs, an increasingly competitive labor market and technology changes,” said Amy Friedrich, president, U.S. Insurance Solutions at Principal®.

“These business leaders are responding aggressively with new benefit offerings, employee reskilling or upskilling, and leaning into long-term staff who demonstrate experience and loyalty.” Although SMBs recognize challenges ahead in 2020, they remain hopeful, with six in 10 expecting business growth and a significant increase in financials. Employers have grown increasingly optimistic over the past six years with a nearly 30% increase in employers expecting year over year growth and financial improvement, as measured by the Principal Financial Well-Being Index.

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 solutions 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!

“While there continues to be speculation over an economic pull-back on Wall Street, Main Street businesses are expecting the momentum to continue for them so long as they stay competitive in the race for talent,” said Friedrich. “Small and medium sized businesses are the heart of the U.S. economy and we are committed to listening and responding to their needs.”

To see the full survey results, visit <https://www.principal.com/wellbeing>.

[principal.com](https://www.principal.com)



HUMAN RESOURCES

Boost Your Savings With These Helpful Habits

Whatever your saving goals may be, there are some simple ways to help set yourself up for success. Here are four habits that may help you boost your savings.

1. Set a Budget

Having a budget in place can help you see where your money is going and give you an idea of how much you could potentially be saving, according to the Consumer Financial Protection Bureau. DaveRamsey.com recommends determining your monthly income, minus taxes and other paycheck deductions, such as 401(k) contributions. Then subtract your regular bills, such as rent, utility bills and car payments. The amount left is what you have left to spend on other needs each month, including food and entertainment. Once you have a budget, personal financial author Stefanie O'Connell recommends tracking every dollar you spend for at least a month.

2. Reduce Regular Expenses

Some expenses, like utility bills, cannot be eliminated — but you may be able to reduce them. Contact your cable or satellite provider to ask if there are lower rates available, or you could also consider switching to a streaming service that may cost less. Similarly, contact your cellphone service provider to see if you're eligible for a less expensive plan. If you're not using the minutes and data you're paying for, you could switch to

a lower plan to save money, too. If your family likes to eat out regularly, consider cutting back. Giving up one or two meals at a restaurant each month probably won't feel like a big sacrifice, but if it saves you even \$40 a month that's \$480 a year you could add to your savings.

3. Take Time to Establish a Good Routine

Be patient, and be willing to adjust to something that works well for your family. The Balance recommends evaluating your budget every month for the first six months. This will allow you to make adjustments if you overestimated how much you could cut in one area and see where you may be able to reduce spending even more. Set goals, review your budget regularly and adjust your habits appropriately.

4. Make Changes to Maximize Next Year's Return

After filing your taxes, consider making some changes this year that may benefit you when tax season arrives next year. If you haven't been contributing money to an individual retirement account (IRA), consider starting one — you may be able to claim the money you contribute as a deduction on your federal taxes, according to the IRS.

By following these tips, you may be able to minimize the stress that can come with filing taxes. Be sure to prepare early and remember to file by this year's deadline.

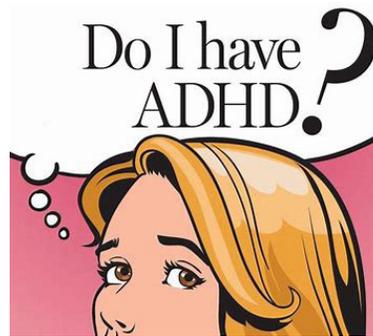
allstate.com

EMPLOYEE BENEFITS

ADULT ADHD AND ITS IMPLICATIONS FOR EMPLOYERS

An article appearing in the Society of Human Resource Management's HR Daily newsletter.

In that article, Mr. Jathan Janove, JD, discussed the workplace impact and costs of a common type of Attention Deficit Hyperactivity Disorder (ADHD) that persists into adulthood. It's often called Adult ADHD.



DIFFERENCES BETWEEN PHYSICAL AND MENTAL HEALTH CONDITIONS

A few years ago the Harvard Mental Health Newsletter published the findings of a mental health study of 9,000 Americans. Over 40% of those surveyed had – at some point in their lives – experienced symptoms indicative of one or more mental health conditions according to the diagnostic manual in use by physicians and behavioral health professionals at the time. However, whether it's a failure to recognize the need for treatment, denial of the existence of a problem, or lack of awareness of treatment options and accessibility, many of those with mental health conditions will fail to obtain treatment. That failure leads to substantial and often unnecessary human suffering, as well as significant cost and risk burden falling on employers. ADHD is a good example.

ADHD AND THE EFFECT ON THE WORKPLACE

ADHD is often thought of as a childhood disorder, but actually it's very common in adults. The National Institute of Mental Health estimates the prevalence of the adult form of the condition at around 8%, with men being more affected than women. Most of these adults who experience ADHD are in the workforce.

ADHD is experienced by adults along a range from mild to severe symptoms. The major symptoms are inordinate difficulty staying focused and hyperactivity. The symptoms affect all aspects of a person's life – work, social, familial and health.

Many people cope with the chronic condition very well. Those who do have usually done so with the assistance of treatment and education or counseling about managing the condition and their lifestyle. (Many effective treatments exist and they are improving.) In fact, people who experience Adult ADHD are often very successful people who enjoy long and rewarding careers. They include CEOs of large corporations, professional athletes, engineers, physicians, attorneys, law enforcement officers, professional drivers, teachers and many others. For these people, the condition can seemingly result in enormous energy, creativity and focus.

More often the challenge in the workplace involves those employees experiencing undiagnosed and untreated ADHD or in assisting those who need a little help. It is a condition that has the potential to have serious impacts on workplace productivity and employee morale and it can present special challenges for managers and human resource professionals.

Accommodations are often simple and inexpensive, and along with diagnosis, treatment and education they can help employees function at an optimal level. Workplace accommodations could include:

- White-noise headphones to reduce distractions in a noisy workplace
- A quieter workspace where possible
- Calendars and notebooks to track deadlines and progress
- Coaching to help employees break complex tasks into multiple smaller steps
- Short breaks to move about or to do different tasks (to assist with hyperactivity)

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>



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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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GOLF CORNER



BRETT DREWITT

Key HR's own, Brett Drewitt just started his first round at the LECOM Suncoast Classic in Lakewood Ranch, FL. To keep up to date on his progress, follow us on facebook, twitter, or Instagram! We wish Brett luck at this latest Korn Ferry Golf Tour. GO BRETT!!

UPCOMING TOUR



Thursday Feb 13 - Sunday Feb 16, 2020

Lakewood Ranch, FL