



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 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!

KEY CHANNEL PARTNER OF THE MONTH



PAYROLL

Financial Well-Being Index: Employees Remain a Priority, Businesses Are Wary Yet Hopeful

America's businesses are responsible caretakers of their employees in a roller-coaster pandemic economy.

New data from the third wave of the 2020 Principal Financial Well-Being IndexSM show the greater strain on businesses of surging infection rates late in the year and the resulting economic uncertainty. They've managed to maintain or even boost employee benefits.

TREND 1
Businesses keep prioritizing employees.

70%
of businesses haven't decreased their benefits.



81% of those businesses have fewer than 500 employees.

What it means: Even the smallest businesses have been able to maintain crucial employee support while navigating the worst downturn since the Great Depression.

47%
of all businesses are concerned about closing permanently because of the economic impact of COVID-19.

18%

of businesses don't expect to fully recover for more than a year.

Another 2% doubt they'll ever recover.

What it means: While business leaders remain resilient, the effects of the pandemic economy and ongoing need for federal relief for businesses should be taken seriously based on this latest data.

TREND 2
The road to recovery remains somewhat distant and uneven.

Of the **46%** of businesses that are now fully operational:



56%
are larger (500+).



39%
are smaller (<500).



48%
are urban.



23%
are rural.

What it means: Smaller and more rural businesses face a greater challenge compared to their larger and more urban peers.

The 2020 Principal Financial Well-Being Index was released in waves to better track businesses throughout the pandemic and its historic economic disruption. The first 2020 wave of the survey (PDF) was fielded in June, followed by a second wave in September (PDF), and now this new data.

The 507 for-profit companies surveyed are evenly spread among employers nationwide ranging in size from two to 10,000 employees. principal.com

Employers Are Hiring More Remote HR Leaders

Data indicates that employers are hiring for more remote senior roles as they decide to sustain remote workforces.

An analysis from jobs site Indeed found that job postings are now twice as likely to mention the ability to work remotely than before the COVID-19 pandemic. Additionally, postings for senior-level remote jobs increased by 22 percent in the last year, according to FlexJobs, a careers site dedicated to remote and flexible work.

We've rounded up articles and resources from SHRM Online and other outlets on the news.

Remote HR Work Grows

FlexJobs identified human resources as one of the fastest-growing areas for remote work. Career development manager and coach Brie Reynolds noted that employers building remote teams need remote HR leaders, so it makes sense for recruiters hiring remote talent, or HR business partners developing remote talent, to be remote themselves and better advocate for these employees. The top senior-level remote HR jobs employers are hiring for include leaders of talent acquisition, learning and development, and diversity and inclusion.

Where Are the Remote Jobs?

According to a new analysis of government data, Utah is the best state for remote job growth, followed by Colorado and the Washington, D.C., area. Employment levels in typically remote-friendly jobs is currently highest in Washington, D.C., while Utah has the highest projected growth rate in those jobs and Washington state is tops for broadband access.



Mississippi is the worst state for remote work, followed by Louisiana, Alaska and Maine.

Half of Workers Wish to Remain Remote Permanently

One concern for employers are polls that show many workers don't want to return to the way things were before the pandemic. The Society for Human Resource Management found that over half of 1,000 U.S. workers would choose to permanently work from home on a full-time basis if given the option. Of those who would choose to work from home permanently, 35 percent would accept a reduction in salary to do so. Sixty-six percent would still choose to work from home full time if the majority of Americans got the COVID-19 vaccine and herd immunity was achieved.

Moving to a Hybrid Work Model

Hybrid work models, in which some employees are onsite while others work from home, have become the keystone to corporate reopening plans.

Remote Isn't All Rosy

Research shows that the skepticism many companies previously had about maintaining productivity while working from home started to erode in 2020, but negative aspects of the remote experience— isolation, diminished collaboration, longer hours and burnout—are getting starker as the one-year anniversary of the abrupt transition to remote work was reached in March.

How to Find HR Jobs

SHRM HR Jobs connects top employers with HR professionals. Whether you're looking to hire a highly qualified candidate or starting a job search of your own, SHRM HR Jobs can help.

EMPLOYEE BENEFITS



At-Home COVID Tests Should be Part of Your Return to Work Plans

As companies begin thinking about back-to-the-office safety initiatives, frequent COVID testing should be part of their strategies.

Ninety percent of consumers would use an at-home COVID-19 test and half would use a test at least once per month, according to a survey conducted by Applied Marketing Science, a market research and consulting firm. In response, 83% of employers said they would be interested in providing testing services for employees.

ADVERTISING

“As we near the one-year mark of the global shutdown, people are desperate for life to return to normal,” John Mitchell, president and managing principal of AMS, said in a release. “Our research shows how we can increase accessibility to testing, giving health officials more targeted ways to fight the pandemic and helping more schools, public services and businesses reopen.”

More than half of employers would be extremely likely to adopt an app based on at-home COVID tests, the survey found. First, the employee would watch an instructional video on an app that would give them step-by-step instructions on how to administer the test. Then, the employee would test themselves and use the app to receive the results.

The benefit for employers is not only to facilitate the re-opening of businesses, but to keep infection rates low once they do, according to Carmel Dibner, a principal at Applied Marketing Science.

“Most employers would want testing between once a week to once a month,” she says. “They’re particularly interested in testing in

case an employee came in contact with someone who had a confirmed COVID infection or if an employee was suspected to have COVID-19 and wanted to come back to the workplace.”

To finance the effort, 33% of employers would consider paying for the tests entirely and 66% of employers would pay between \$5-35 per test, the survey found.

In previous months, consumers have been able to purchase test kits that allow them to collect a sample at home and mail it to a lab, according to the American Association of Retired Persons. But those kits typically cost more than \$100, and patients have to wait a few days for the results. Recently, the Food and Drug Administration has given emergency use authorization to five at-home tests in an effort to bring them to market quickly due to the severity of the pandemic. The market price of the approved tests range from \$30 to \$50.

While 35% of workplaces do not currently have a firm reopening plan, 68% of employers want workers in the office at least three days per week, when it is safe to do so, according to the Society for Human Resource Management. In order to achieve this, experts have rolled out a number of protocols including vaccine incentives, mandatory social distancing and mask wearing.

It’s too soon to tell what awaits the workforce once the world returns to its new normal, but any and all safety precautions are a step in the right direction.

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!



605 E. Robinson Street
Suite 500, 5th Floor
Orlando, FL 32801



800.922.4133



info@keyhro.com

GOLF CORNER



BRETT DREWITT

Key HR's own, Brett Drewitt just finished the MGM Resorts Championship at Paiute in Las Vegas, NV. 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



VERITEX[®] BANK
CHAMPIONSHIP

Thursday Apr 22 - Sunday Apr 25, 2021

Arlington, TX