

# Enhanced HR Services

PFSI is proud to offer Enhanced Business Services to provide solutions for Payroll, Human Resources, and Benefits. Let us keep your business working so you can focus on moving your business forward.

## Enhanced HR Services

PFSI provides discounted HR services through HR Answerlink powered by Mammoth. Basic services, such as resources libraries and common form/policy templates, are available to our small group benefits clients at no cost. For only **\$30 per month**, employers can have access to live support by phone, email, or chat and receive personalized reviews for employee handbooks. Small cost, big return.

## Human Resource Support Center

Human resources are one of the most important parts of a business. Managing Human resources is challenging, and time consuming. The HR Support Center is designed with exclusive, industry-leading, HR tools and resources. Our HR Support center has resources for:

- Customizable Employee Handbooks through an easy to use program, Handbook Wizard
- Wide range of Job Descriptions
- Quick guides and checklists for common HR topics including, Health Care Reform, Hiring, Termination, and more
- Comprehensive and easy-to-understand Federal and State law libraries
- Exclusive Training and On-Demand Videos
- Custom built HR Podcasts
- 3-minute HR Fitness test to help identify and HR compliance gaps
- Weekly HR snapshot emails featuring a Q&A on trending HR topics
- Timely HR Articles

## HR On-Demand

Keeping up with the constantly changing HR regulations and best practices can be intimidating. The importance of staying up-to-date with HR compliance goes a lot further than the employees themselves. A mistake in HR can be extremely costly for businesses.

With HR On-Demand businesses now have access to 24/7 HR Support either online and over the phone. Businesses can consult HR professionals with over 250 years of combined HR experience. Each HR agent is certified by the Human Resource Certification and/or SHRM and has 16 years of HR experience on average. With HR On-Demand you can ask any HR related questions and receive a comprehensive answer that complies with state and federal laws. This could save you thousands, for only a small cost...

# Enhanced HR Services

## HR Mistakes Are Costly

HR mistakes can be costly. A bad hire means lost productivity, more recruiting, more training, and lower employee morale. A single lawsuit brought by a former employee can cost \$10's of thousands, and it may be a frivolous claim. And what about the compliance issues around offering benefits to employees? An HR mistake can put some businesses into a financial crisis.

In today's world there are hundreds of laws and regulations surrounding Human Recourses. Understanding these laws and regulations is challenging and it takes a certain level of expertise. Despite the importance of HR, not every business has the financial means to hire an HR expert and that is why PFSI offers Enhanced HR Services. We want to make sure that your business and its employees are protected for a

For a low monthly cost of \$30, businesses can receive all the HR resources needed to comply with legal standards, promote a positive workplace and get support for difficult HR situations that may arise unexpectedly.

## Enhanced HR Services

	Essential	Complete	Additional fees
COBRA/State Continuation Support	✓	✓	Services provided through Davis Flex Spending.
New Hire On-Boarding	X	✓	Included with Benefits
HRIS Management System	X	✓	Included with Benefits
HR Support Center	X	✓	
HR Forms & Templates Library	X	✓	Included with Benefits
Employee Handbook tools	X	✓	Included with Benefits
HR Law Library	X	✓	Included with Benefits
On-Demand Q&A	X	✓	\$30/mo
Timeclock	✓	✓	Service provided by OpenTimeClock.com

## The Enhanced HR Services Advantage

With Enhanced HR Services our goal is simple: help you solve your HR problems with clear, straightforward guidance from a specialized and experienced team of certified HR professionals.

Avoid costly mistakes, save time and resources, and get peace of mind for your business and your employees.

Additional benefits of  
Subscribing to Enhanced HR Services:

- Practical, live HR advice
- HR Concierge live chat assistance
- Law Library
- Law alert notifications
- HR Trainings
- HR fitness tests
- Proactive Handbook Builder
- Policy customization
- Sexual Harassment prevention training
- Resources for common employer law topics including ACA, FLSA and FMLA.
- Custom job descriptions