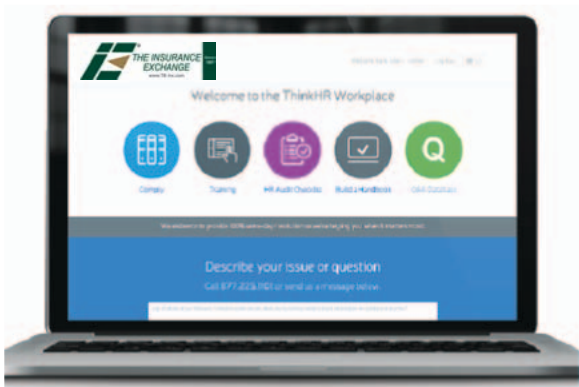




ThinkHR



EXCLUSIVE OFFER FOR VIP GRADUATES!

VIP Graduates that are 25+ employees will receive ThinkHR at no charge if you become a Benefits customer of The Insurance Exchange!

Contact Jody Buyalos, EVP & Partner
Buyalos.J@TIE-Inc.com or call 240-876-3566

ALL YOUR HR SOLUTIONS, ALL IN ONE PLACE



ThinkHR Live

A team of HR experts standing by to answer unlimited questions and provide advice on all types of HR issues & topics.

- Calls answered live every business day
- Accessible 9 AM - 8 PM Eastern Standard Time
- Senior level experienced HR professionals with PHR and SPHR designations
- 99% same-day question resolution with written response



ThinkHR Learn

A Learning Management System (LMS) to deploy and track online training & compliance initiatives.

- Over 200 web-based training courses
- Ensure compliance
- Develop employees



ThinkHR Comply

An award-winning resource center for workplace issues.

- State and Federal HR laws
- Job Description Builder
- Salary Benchmarking
- Employee Handbook Builder
- Performance Review Tools
- ACA Compliance



150 THINGS TO WORRY ABOUT IN HR

ThinkHR answers more HR questions
than *anyone on the planet each year.*

1. Accidents and injuries
2. Administrative exemption
3. Adverse impact
4. Affirmative action
5. Age discrimination
6. Alcohol abuse
7. Aliens/immigration
8. Applicant references
9. Applicant testing
10. Arbitration agreements
11. Attendance
12. Audits
13. Background checks
14. Benefits procurement and administration
15. Bonus payments
16. Bulletin boards
17. Business/travel expenses
18. Cafeteria plans
19. Career planning
20. Child labor
21. COBRA
22. Company culture
23. Compensation
24. Complaints and investigations
25. Compliance review
26. Compliance posters
27. Contingent workers
28. Credit reports
29. Dating (Inter-office)
30. Deductions from pay
31. Disability insurance
32. Discipline
33. Dress codes
34. Drivers
35. Drug free workplace
36. Early retirement
37. EEO-1 reporting
38. Electronic mail
39. Emergency response preparation
40. Employee handbooks
41. Employee loans
42. Employee surveys
43. Employment contracts
44. Equal pay/comparable worth
45. Ergonomics
46. ERISA
47. Espionage
48. Executive exemption
49. Exit interview
50. Fair Credit Reporting Act
51. Fair employment practices
52. Fair Labor Standards Act (Wage & Hour)
53. Family Leave
54. Firing
55. Flexible hours
56. Government contractor requirements
57. Grievances
58. Health and Safety
59. Health Care Reform (Affordable Care Act)
60. HIPAA
61. Hiring
62. Holidays
63. Homeworkers/telecommuters
64. Independent contractors
65. Interns
66. Interviews
67. Investigations
68. Job descriptions
69. Layoffs
70. Leaves of absence
71. Litigation support
72. Marital status
73. Maternity and pregnancy
74. Medical leave
75. Mergers and acquisitions support
76. Minimum wage
77. Motivation
78. National Labor Relations Act
79. National origin discrimination
80. Nepotism
81. New hire reporting
82. Non-competition
83. Notices (posting)
84. Office parties
85. Orientation
86. OSHA
87. Outplacement
88. Overtime
89. Parental leave
90. Part-time employees
91. Payroll
92. Pensions
93. Performance management
94. Personality assessments
95. Personnel files
96. Personnel policies/manuals
97. Physical examinations
98. Pre-employment medical inquiries
99. Pregnancy discrimination
100. Prevailing wages
101. Privacy
102. Quality improvement
103. Racial discrimination
104. Recruiters
105. Religious discrimination
106. Religious holidays
107. Rest and meal periods
108. Retaliation
109. Retention of records
110. Return to Work
111. Salary reviews
112. Salary surveys
113. Sales compensation
114. Sales personnel exemption
115. Searches
116. Security
117. Seniority
118. Severance pay
119. Sex discrimination
120. Sexual harassment
121. Show-up pay
122. Sick leave
123. Social media misuse
124. Solicitation
125. Strategic HR
126. Subpoenas
127. Succession planning
128. Suggestion systems
129. Summary plan descriptions
130. Surveillance
131. Teamwork
132. Termination
133. Time keeping
134. Tip credits
135. Trade secrets
136. Training
137. Travel time
138. Turnover
139. Unemployment compensation
140. Unions
141. Vacations
142. Violence
143. Wage and Hour
144. WARN Act
145. Wellness programs
146. Whistleblowing
147. Workers' compensation
148. Workplace bullying
149. Work for hire doctrine
150. Wrongful termination claims