

Online Desktop Assistant Keeps HR, Benefits Professionals 'in the Know'



Our constantly changing business environment demands that HR be more strategic to enable the company to achieve its core objectives.

Policies and procedures, contracts, performance management, labor relations, training and development, recruitment and retention, strategic planning, records and payroll, compensation, and orientation challenge any HR staff, regardless of its size.



That's why HR professionals need HRinsiderSM. Its high-quality content and easy-to-navigate layout keep you "in the know," thus freeing you and your staff to work more efficiently, effectively, and strategically.

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HRinsider[®] is a web-based resource designed to keep employers informed about and compliant with the benefits and HR landscape. Features include:



Major Federal Benefits Legislation – Focuses on health and welfare benefits impacted by Federal legislation that affect a majority of an employer's population, such as COBRA, FMLA, HIPAA, HSAs, Section 125, and USERRA.

ERISA – Helps employers be compliant with ERISA related requirements such as Form 5500s, plan documents, and summary plan descriptions (SPDs). A reporting and disclosure chart highlights specific deadlines for Federal group health and welfare plan reports.

Other Federal Benefits Legislation – Focuses on benefits impacted by Federal legislation that are unique to specific segments of an employer's population, such as the Newborns' and Mothers' Health Protection Act, Pediatric Vaccinations, Qualified Medical Child Support Orders, and more.

Taxation of Payroll & Benefits – Overviews the payroll and tax implications of various benefits for employers and employees, such as life insurance and self-insured health plans.

Federal Employment Law – Explains Federal laws that employers need to follow to be in compliance, including the Equal Pay Act, the WARN Act, the Pregnancy Discrimination Act, and more.

Healthcare Expense Dependent Care Reimbursement Table – Lists expenses that are eligible for reimbursement from a healthcare Flexible Spending Account (FSA), Health Reimbursement Account (HRA) or Health Savings Account (HAS).

Resource Center – Contains three major areas: (a) **Document Center** (compliance booklets on certain aspects of labor law, Federal/state documents, HR forms & policies, and health & wellness brochures); (b) **Labor Law Updates** (benefits alerts, labor letters, and comments from legal subject matter experts); and (c) **Other HR Resources** (HR/benefits related weblinks and HR/compliance newsletters).

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