

# hr compliance checklist

2019 NEW YEAR EDITION



# HUMAN RESOURCES

- Review budget and allocations for accuracy to prevent overspending.
- Schedule any remaining performance reviews.
- Review and update all company policies.
- Remind employees to update their personal information for benefits cards, tax documents, etc. These are the main things employees should review to ensure accuracy:
  - Home address/Mailing address
  - Phone number
  - Beneficiary for life insurance
  - Name change
  - Emergency contacts
  - Dependent information





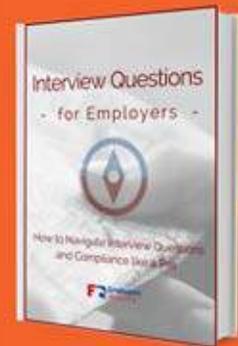
## COMPLIANCE

- Double check your [employee classifications](#).
- Update all internal resources for [employee handbook and company policies](#).
- Issue updated employee handbook to employees.
- Verify that labor law posters are current.

## More compliance help...

1. Learn how to navigate **HR-compliant interview questions** like a pro.

[DOWNLOAD](#)



2. Watch this video about our **HR and compliance services**.

[WATCH](#)



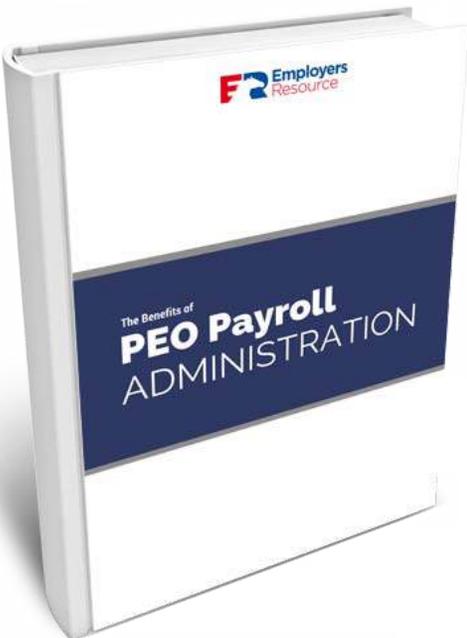


## PAYROLL

- Confirm 2019 payroll schedule.
- Prepare for first payroll run of the year.
- Meet with your payroll team and find out their needs, expectations, and anything they're worried about going into the new year. Make sure they are prepared and have the tools necessary to perform duties.

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### More payroll help....



1. Download this free guide to learn about the benefits of **PEO payroll administration.**

[DOWNLOAD](#)

2. Watch this video about our **payroll and tax** services.

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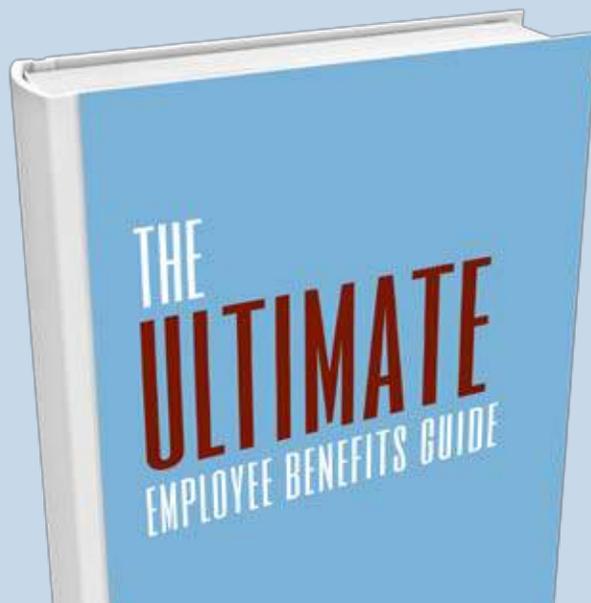


## BENEFITS

- Calculate your FTE number** to determine if you are an ALE (with 50+ full-time equivalent employees) in 2019.
- If an ALE:** Prepare for ACA reporting requirements.
- Modify summary plan descriptions (if there are changes) and distribute to new participants. If no changes, distribute every 5-10 years or annually if any updates include:
  - Notice of special enrollment rights
  - Qualifying events (including the two marketplace exchange events)
  - Wellness program disclosure
  - Medical child support order written procedures are in place
- Consider a wrap plan document when a certificate of insurance or plan document doesn't contain all of the required eligibility rules and federal notice language that is required
- Audits for post annual enrollment
  - Ensure elections are correctly loaded with plan carriers
  - Life insurance audit to identify any elections requiring evidence of insurability

**BEFORE YOU GO...**

Snag your copy of the  
Ultimate Employee Benefits Guide  
[here.](#)



**About Employers Resource:**

We are a **PEO** who provides business leaders relief from administrative burdens, business costs, and compliance risk in the four main areas of payroll and tax compliance, employee benefits, HR and compliance, along with worker's compensation and safety. Our mission is to protect and set free the spirit of entrepreneurship -- one dream, one business, and one paycheck at a time.

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