

HR Quick Quiz

1. Do you know the rules and regulations regarding Independent Contractors? Do you know what the penalties are for misclassifying employees as Independent Contractors?
2. Do you know the difference between exempt and non-exempt employees? Are you aware of the cost of misclassifying these employees?
3. Do you know what your responsibilities are in relation to Workers Compensation claims and reporting?
4. Do you shop your Workers Compensation Insurance every year? Do you get at least 4 quotes?
5. Do you have Employment Practices Liability Insurance?
6. Does an "At Will" state mean that you can fire employees without cause and have no legal repercussions?
7. Do you have an Employee Handbook? When was the last time it was updated? Did you know that your Employee Handbook can be used against you in legal proceedings?
8. Has a company you ever worked for or been involved with had an employment lawsuit filed against them? What do you know about wrongful termination?
9. Are you aware of the new changes in Labor Law that make small businesses more vulnerable to FMLA guidelines?
10. Do you know what Safe Harbor is and how it relates to retirement and benefits programs?
11. On a scale of 1 to 10 how important is the management of Human Resources to the long term success of your company? and Why?
12. Did you know that 65% of all Employment Lawsuits are brought against Small Business?

Contact Total HR today to learn how our services protect and support business like yours.