

# United Benefit Advisors

An Alliance of the Nation's Premier Independent Benefit Advisory Firms

fact sheet...



*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 HRinsider<sup>SM</sup>. 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.*



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

**H**Rinsider<sup>®</sup> 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** — This section 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** — This section helps employers be compliant with ERISA enforcement, Form 5500 reports, plan documents, summary plan descriptions, and annual reports. A reporting and disclosure chart highlights specific deadlines for Federal group health and welfare plan reports.
- **Other Federal Benefits Legislation** — This section focuses on benefits impacted by Federal legislation that are unique to specific segments of an employers' population, such as the Newborns' and Mothers' Health Protection Act, Pediatric Vaccinations, Qualified Medical Child Support Orders, Women's Health & Cancer Rights, Mental Health Parity, and Medicare.
- **Taxation of Payroll & Benefits** — This section overviews the payroll and tax implications of various benefits for employers and employees, such as life insurance and self-insured health plans.
- **Federal Employment Laws** — This section overviews 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 Reimbursement Table** — This table lists expenses that are eligible for reimbursement from a healthcare flexible spending account (FSA).
- **Resource Center** — This section 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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