



isolved™

Pulse Deck

August 2023

- **isolved People Heroes**
- **Training and Information Videos**
- **isolved Announcements**
- **Compliance Corner**
- **Isolved Surveys**
- **Isolved Newsletter**
- **isolved Customer Roadshows!**
- **How can isolved help?**
- **What's New?**

Agenda



Help Your Peers. Elevate Your Career.



isolved
People Heroes

isolved People Heroes brings together like-minded professionals to invest in each other's success and, by extension, their workforce's success.

Join isolved People Heroes to:

- Share your isolved experiences
- Socialize with your HR and payroll peers
- Source advice from fellow people heroes

isolved will help elevate your personal and professional brand by rewarding your good deeds. Rewards for references are just the beginning.

Be a
People
Hero



Check out live training and informational videos

Check out The LIVE webinar schedule: [FREE Live Training Webinar Calendar](#)

Summer Learning Academy Time and Attendance Webinar

August 9, 2023 from 2:00 – 3:00pm EST

Time tracking can be a headache for even the most advanced organizations. **isolved Time: Scheduling & Attendance** allows you to easily build employee schedules, monitor attendance and compare schedules versus time worked. Manage employees efficiently and seamlessly while saving time and money.

FMLA the Right Way: Solutions for Navigating Leave Management

August 22, 2023 from 2:00 – 3:00pm EST

Of all the employment laws your clients must comply with, FMLA often proves to be the most complex. This can lead to compliance and legal vulnerability given how significantly FMLA affects employees on a personal level. In fact, disputes related to FMLA are among the top five issues that result in litigation.

This is not an area where employers can afford to cut corners. Staying current with changing regulation is vital, along with a comprehensive leave management process.

How up to date are you?

To help you offer the best service to your clients, this webinar will help differentiate facts from misconceptions by covering:

What FMLA is from the point of its inception

Key compliance considerations

The value of outsourcing FMLA

Administrative solutions

Masterclass: Preparing for a Successful Open Enrollment

August 22, 2023 from 12:00 – 1:00pm EST

Open Enrollment preparation is key to ensuring you and your employees enjoy a smooth benefit renewal process, and this session affords you the opportunity to learn about putting together your Open Enrollment plan by utilizing some helpful features such as: - 2 reports your brokers may request during benefit bid season - Understanding employee messaging within the Open Enrollment tool - Using Enrollment Management to test and approve employee elections including defaulted elections

Compliance Corner

I-9 Verification changes are coming – is your business prepared to stay compliant?

What did the changes include?

Employers with employees taking physical proximity precautions due to COVID-19 were not required to review the employee's identity and employment authorization documents in the employee's physical presence. However, employers were to inspect the Section 2 documents remotely (e.g., over a video link, fax, email, etc.) and obtain, inspect and retain copies of the documents within three business days for the purpose of completing Section 2.

Employers also needed to enter "COVID-19" as the reason for the physical inspection delay in the Section 2 "Additional Information" box **once the physical inspection took place after normal operations resumed**. Once the documents had been physically inspected, employers were to add "documents physically examined" with the date of inspection to the Section 2 "Additional Information" box on Form I-9, or to Section 3 as appropriate.

When will the temporary flexibilities end?

COVID-19 temporary flexibilities of Form I-9, Employment Eligibility Verification will end on July 31, 2023. Employers will have until August 30, 2023, to complete physical inspections for employees whose documents were inspected remotely during the temporary flexibility.

Who is impacted by the change?

All employers must complete in-person physical document inspections for those employees who were hired on or after March 20, 2020, and for whom the employer has, to date, only conducted a remote inspection consistent with the flexibilities first announced in March 2020.

The ending of the remote flexibilities policy also means that for any employee hired on or after August 1, 2023, employers must complete a physical inspection of the documents presented for the I-9 process, even if the company is hybrid or 100% remote.

e-Verify with isolved

E-Verify is an internet-based system that allows your company to determine eligibility to work in the U.S. It compares the information from an employee's Form I-9 (Employment Eligibility Verification) to data from Social Security Administration and Department of Homeland Security records to confirm eligibility for employment.

isolved simplifies the employment verification process, with results returned from the agency within seconds. You can also use the solution if you are using paper I-9 forms.

U.S. laws require employers to only employ individuals who are legally authorized to work in the United States.

The diversity of the American workforce contributes to the strength and vibrancy of the economy, but all employees must work legally within the country.

e-Verify part of the **Attract & Hire** set of tools within isolved Talent Management.

Onboarding just got a lot easier.

Verifying and bringing on new hires can take a lot of time for HR and recruiting professionals. With E-Verify, I-9 work verification, built into isolved Talent Management, the process just got a lot easier.

Boost Employees' Financial Security With a 401(k)

In today's complicated job market, employee retention is top of mind. To keep employees engaged, offering an opportunity to build their retirement can contribute to overall employee satisfaction.

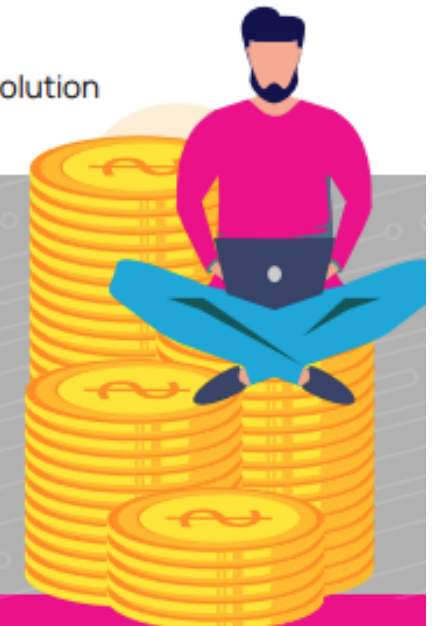
According to our 2023 HR Leaders Report, 68% of respondents say most of their employees live paycheck to paycheck.

A 401(k) allows employers to be competitive in finding top talent by offering additional financial security beyond just their paycheck.

Reap these 5 benefits:

1. Boost hiring and retention with a desirable employee benefit
2. Receive a tax deduction for contributions to employees' accounts
3. Significant tax advantages such as deferred taxation
4. Helps with meeting state mandates (where applicable)
5. Easy to set up, use, and maintain with the right solution

Administering a 401(k) plan requires a lot of moving pieces. Many businesses simply don't have the internal resources to manage all that goes into it. Help is available! isolved offers all-inclusive services to manage these tasks, freeing up your time to focus on your business.



Why should you attend Connect 2023?

isolved Connect 2023: CE Credits - SHRM and HRCI

Enjoy incredible learning sessions and earn continuing education credits at the same time! This year, isolved Connect attendees are eligible to receive **19 total SHRM CE credits**. That's **3 more than 2022!**

The team is also working hard to secure HCRI credits. Last year, there were more than **55 sessions eligible for HCRI credits**. Be sure to check back regularly with your CSM for the latest updates on continuing education offered at Connect 2023.



[Register Here](#)

Last year's conference had:

540+
Attendees

240+
Companies

38 hrs
CE Credits

80+
Sessions

Power Positions

Our **five new pillars of differentiation:** the “why isolved?”

Increase Productivity with an Intelligently Connected Platform

Eliminate admin and added work to get more time back in your day and focus on the things that really matter

Ensure Performance with isolved Employee Experience by Design™

Spend less time on support and technical issues while ensuring your employees can spend more time being productive

Accelerate Decisions with isolved Analytics Everywhere™

Make better, faster and more informed decisions with deep actionable insights on every aspect of your business

Energize Talent with isolved People Heroes World™

Energize your talent to grow and hone their skills, increasing satisfaction and boosting growth throughout their career journey

Reduce Risk with Your Most-Trusted Partner

Having a secure, stable and scalable partner means you're always cared for—with timely, comprehensive support and industry-leading satisfaction scores, we provide peace of mind.



Paperless

Third Party
Sick Pay

HSA

Delivery
Address

Get a Jump on Year End

Spot Lighting: Personal Auto

Why wait until the end of the year to load. There are several ways to enter your Personal Use of Company Auto for payroll processing, all of which can be done throughout the year!

Best practice: Submit monthly or quarterly information to your support team for entry!

Group Term
Life

Personal Auto

401k Box 12D

Stock Options,
Gifts, Awards

Employer Paid
Healthcare
Box 12DD

S Corp
Healthcare
Premiums

Isolved Announcements



SAVE THE DATES
isolved Connect 2023 – October 17 – 19, 2023
Palm Desert, California
Plan your trip here

Quick Links (on landing page)
Be sure to check your Quick Links for updates

Announcement
Going Green
Be on the Lookout for new **green** Fed Ex envelopes for your deliveries

IMPORTANT DATES
Monday, September 4, 2023, Labor Day – Banks Closed and isolved Closed

QUICK LINKS

isolved 401k – fully integrated, 100% hands free. [Click here to book a meeting!](#)

[Adaptive Employee Experience Guide - iPhone](#)

[Adaptive Employee Experience Guide - Android](#)

[Preparing for a Successful Open](#)

Customer Experience Survey

We value your feedback.

Be on the
LOOKOUT for your
survey!

Thank you for being
a valued isolved
customer! Your
continued success
is important to us

Please provide
specific details
as we at isolved
are always
striving to be
better than we
were yesterday.

The screenshot shows a survey form with the following sections:

- Header:** isolved logo and "Customer Experience Survey".
- Intro:** "Thank you for being a valued isolved customer! Your continued success is very important to us! This survey will provide insight on your experience with isolved. We will use your feedback to help improve your overall satisfaction."
- Question 1:** "Based on your recent experience, how likely are you to recommend isolved to a friend, colleague or business partner?" (1 = Not at all likely, 5 = Neither likely nor unlikely, 10 = Extremely likely). A 10-point Likert scale is shown with the 10th point selected.
- Question 2:** "What is the primary factor impacting your rating in question #1?" with a list of checkboxes: Customer Support, Customer Success, Features & Functionality, Implementation, Ease of Use, People Heroes' Community, Tax Services, Treasury/Funding, Account Management (Sales), Price/Value, and Integrations with other systems.
- Question 3:** "Do you know who to contact for support and how to reach them?" with a dropdown menu.
- Question 4:** "How satisfied are you with your isolved teams' responsiveness to issues or inquiries when you require assistance?" (1 = Not at all satisfied, 5 = Extremely satisfied). A 5-point Likert scale is shown with the 5th point selected.
- Question 5:** "Please provide details to question # 4. (Are you satisfied with your isolved teams' responsiveness to issues or inquiries when you require assistance?)" with a text input field.
- Question 6:** "How strongly do you feel your isolved contacts provide helpful, knowledgeable solutions when you require assistance?" (1 = Not at all satisfied, 5 = Extremely satisfied). A 5-point Likert scale is shown with the 5th point selected.
- Question 7:** "Please provide details to question # 6. (Do you feel your isolved contacts provide helpful, knowledgeable solutions when you require assistance?)" with a text input field.

July Newsletter

- **Benchmark Insights:** Gain access to position-specific benchmarks for salary, tenure and turnover based on more than 6 million employee records from over 168,000 organizations across the U.S.
- **Attract & Engage Top Talent:** Plan, manage and execute all aspects of your compensation strategy with isolved's new Compensation Management solution.
- **Enhance Employee Experience:** CCS Technology Group leveraged isolved HR Services to finally have a new 'Head of HR.' Learn how they were able to create an enhanced employee experience through automation and strategic planning with isolved.
- **Personalized Benefit Enrollment:** Did you know that the Benefits Module Enrollment Wizards allow for customized messages to the Welcome Screen and each benefit plan itself? Create a message for your employees to help them with their Benefits Enrollment!
- **Get Ready for Open Enrollment** Open Enrollment preparation is key to ensuring you and your employees enjoy a smooth benefit renewal process. Join the isolved University team on August 22 at 11:00 a.m. ET to master the helpful features within isolved People Cloud.

The screenshot shows the isolved newsletter interface. At the top is the isolved logo and the tagline 'A Helpful Newsletter Resource for the People of isolved People Cloud'. Below this is the title 'Monthly Newsletter - July 2023'. The main content area features a large headline 'isolved Customer Awards are OPEN!' with a sub-headline asking 'Do you know an HR Hero? Has your company transformed the employee experience?' and a 'Let Us Know' button. To the right is an image of three people in superhero costumes. Below the main content is a section titled 'New Products & Resources' with four sub-sections: 'Benchmark Insights Available!', 'Prepare For the Future of Work', 'Attract and Engage Top Talent', and 'Save with QuickBooks!'. Each sub-section includes a brief description and a 'Learn More' link.

Sign Up!



Save The Date!

Upcoming Roadshow Dates:

- | | | | |
|--------------|-----------------|--------------|-----------------------|
| Aug 3 | Hartford, CT | Sept 28..... | Las Vegas, NV |
| Aug 10..... | Chattanooga, TN | Oct 4..... | New York City, NY |
| Aug 16..... | Orlando, FL | Oct 5..... | New Brunswick, NJ |
| Aug 23..... | Charlotte, NC | Oct 24..... | Seattle, WA |
| Aug 24..... | Columbia, SC | Oct 26..... | Salt Lake City, UT |
| Sept 7..... | Omaha, NE | Nov 2..... | Dallas-Fort Worth, TX |
| Sept 12..... | Schaumburg, IL | Nov 8..... | Allentown, PA |
| Sept 14..... | Des Moines, IA | Nov 9..... | Philadelphia, PA |
| Sept 21..... | Phoenix, AZ | Nov 14..... | Madison, WI |
| Sept 26..... | New Medford, OR | Dec 6..... | Scottsdale, AZ |



[Register Here](#)

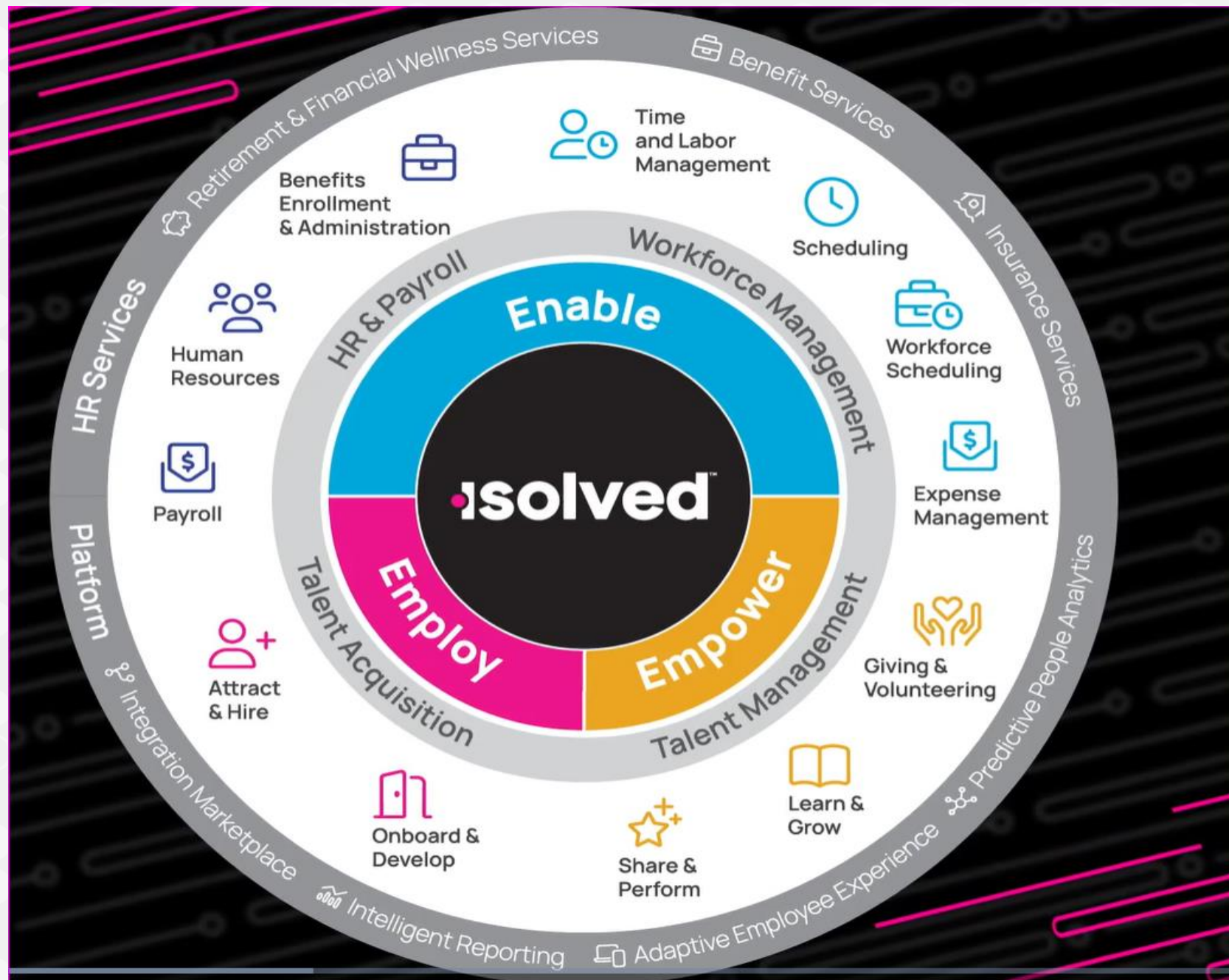
How can isolved help?

Learn more about
what we do.

isolved



3-minute video





isolved™

**What's New?
Tell me about your
strategic goals for
2023?**