



DELANEY
Insurance Agency, Inc.

DELANEY INSURANCE MAKES A DIFFERENCE BY PROVIDING SOLUTIONS FOR THE LEGAL AND REGULATORY ISSUES FACED BY BUSINESS

| COMPLIANCE REVIEW | Yes | No | Need a solution? |
|---|-----|----|------------------|
| Does your company have an employee handbook? | | | |
| Do you want consultation on Wage and Hour issues? | | | |
| Does your company have required written Plan Documents and Summary Plan Description for all your benefit plans on-hand and up to date as required by ERISA? Note: It is the Department of Labor's goal to audit 95% of companies in the next 5 years. Fines are \$1000 a day per employee for time out of compliance. Is your company ready for the audit? | | | |
| Does your company know all the who's, what's, where's and when's of the numerous other one-time & annual notices employers are required to provide and how they need to be distributed to employees? <hr/> ERISA entitles Employees to be able to see a copy of documents in their entirety at any time. Can you produce them? <hr/> | | | |
| Do you have an injury and Illness Prevention Manual? | | | |
| Does your company have a 401K? | | | |
| Does your company want to set up a drug testing program? | | | |
| Does your company want to set up customized safety meetings? | | | |
| Does your company have a section 125 Program? | | | |
| Does your company want to review compliance with FMLA & Cobra? | | | |
| Does your company want to set up a Wellness Program? | | | |
| Does your company have a driver pull program? | | | |
| Do you offer first Aid classes to management? | | | |
| Do you offer CPR classes to management? | | | |
| Is your company interested in review of OSHA compliance, training and updates? | | | |

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| Does your company utilize a Workers Compensation Claim review process? | | | |
| Does your company review Unit Stats prior to Workers Compensation renewal (open claims, reserves, etc.) ? | | | |
| Does your company provide Pre-Employment Screening Background Checks? | | | |

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| Does your company offer a financial Planning and Investment Review? | | | |
| Does your company have an HR/ Benefits Management System? | | | |
| Do you utilize Pre Employment Physicals? | | | |
| Does your company have access to HR laws and regulations with a library of documents and forms? | | | |
| Does your company practice Workers Comp. Containment - Utilization and Bill Review? | | | |
| Does your company utilize Workers Comp Claims Oversight? | | | |
| Is your company interested in a review of ADA Compliant Job Description language in your company? | | | |
| Is your company interested in a payroll service? | | | |
| Does your company have questions on legal issues that need answered? | | | |

Are there any topics of major concern for you right now?
