

The Challenge

The Penalty

The Solution

- | | | |
|--|---|--|
| <ul style="list-style-type: none"> • Work Related Lawsuits range from age discrimination, sexual harassment, wrongful termination, breach of employment contract, negligent evaluation, failure to employ or promote, wrongful discipline to mismanagement of employee benefit programs. | <ul style="list-style-type: none"> • The average cost to defend an Employment Practices claim is \$310,000 and the median award is \$762,000. You may also be assessed compensatory and punitive damages. | <ul style="list-style-type: none"> • Call TAG to discuss an EPLI Policy. |
| <ul style="list-style-type: none"> • OSHA Record Keeping violations add up. OSHA form 300A is due every February 1, even with no reportable occurrences. | <ul style="list-style-type: none"> • Penalties range from a minimum of \$5,000 to a maximum of \$70,000 for each violation. | <ul style="list-style-type: none"> • Call TAG to talk to our Risk Management Team. |
| <ul style="list-style-type: none"> • COBRA Law was passed to allow employees and dependents the opportunity to continue their group health insurance. Employers must implement proper COBRA procedures. | <ul style="list-style-type: none"> • COBRA Penalties can be severe. Up to \$200 per day per violation for each day of non-compliance for the IRS excise penalty. In addition to this, an ERISA penalty can be imposed of \$110 per day per qualified beneficiary in a violation, with no family maximum. | <ul style="list-style-type: none"> • Call TAG to speak to a Benefits Specialist. |
| <ul style="list-style-type: none"> • Discrimination can be due to Age, Race, Color, Religion, Pregnancy, and National Origin in hiring, employment, and termination. | <ul style="list-style-type: none"> • Typical damages range between \$50,000 and \$300,000, and can also lead to back-pay or reinstatement. | <ul style="list-style-type: none"> • Call TAG to speak to a PHR Specialist |
| <ul style="list-style-type: none"> • Employee Retirement Income Security Act (ERISA) covers private sector employee benefit plans, which ensure that workers receive the promised benefits. | <ul style="list-style-type: none"> • Civil penalties for reporting violations are up to \$1,000 per day assessed against plan administrators, and up to 5 to 100% of the transaction amount for prohibited transactions. | <ul style="list-style-type: none"> • Call TAG to secure your ERISA bond. |
| <ul style="list-style-type: none"> • The Fair Labor Standards Act establishes minimum wages, overtime pay, record keeping, and child labor. | <ul style="list-style-type: none"> • Willful violators are subject to criminal prosecution and a \$10,000 fine. Second conviction = imprisonment. | <ul style="list-style-type: none"> • Call TAG to speak to a PHR Specialist. |
| <ul style="list-style-type: none"> • The Legal Arizona Workers Act (E-Verify) requires that Arizona employers register and use the E-Verify system. Unlawful employment is monitored by the The Department of Homeland Security. | <ul style="list-style-type: none"> • An employer that is found to have knowingly employed and unauthorized alien may have its license suspended or permanently revoked. | <ul style="list-style-type: none"> • Call TAG about E-Verify. |
| <ul style="list-style-type: none"> • FMLA provides entitlement of up to 12 weeks of unpaid, job-protected leave. Do you know whether you need to comply? | <ul style="list-style-type: none"> • The DOL can sue to ensure compliance and recover damages if a complaint cannot be resolved administratively. Employees have a right to action without involvement of the DOL to recover damages through the courts including awards for compensatory and punitive damages. | <ul style="list-style-type: none"> • Call TAG to speak to a PHR Specialist |



TAGPAY.com