

SERVICES PROVIDED BY FRANKCRUM

100% Committed to Providing You & Your Staff
100+ Comprehensive Employer Services



- 01. Section 125 Plans
- 02. Benefits Administration
- 03. National Health Plan
- 04. Life Insurance
- 05. Supplemental Insurance
- 06. Handle Employee Inquires
- 07. Handle annual Open Enrollment
- 08. Plan Negotiations
- 09. Plan Reconciliation
- 10. Send in Premium Payments
- 11. Reduce Premium Leakage
- 12. Discount programs
(EX: Memberships to Sam's Club, tickets to concerts, games, theme parks, etc)
- 13. Healthcare Flexible Spending Accounts
- 14. Dependent Daycare Flexible Spending Accounts
- 15. Vision Plans
- 16. Dental Plans
- 17. Credit Union Memberships
- 18. Cancer Plans
- 19. 401(k)
- 20. Pet Insurance
- 21. GAP Coverage
- 22. Accident Insurance
- 23. Attract and Retain Employees
- 24. Short-Term and Long-Term Disability
- 25. Online Benefits Enrollment
- 26. Unlimited Phone & Email Access to HR Guidance
- 27. Employment Practices Liability Insurance (EPLI)
- 28. Process New Employee Documentation I-9s
- 29. Handle Unemployment Administration
- 30. Employee Record Management
- 31. Performance Management

- 32. Progressive Discipline
- 33. Harassment Prevention
- 34. Discrimination Issues
- 35. Termination Process
- 36. Assist in Wrongful Termination Claims
- 37. Hiring Practices
- 38. Position Descriptions
- 39. Create & Maintain Employee Handbooks with Updates
- 40. Employee Assistance Program (EAP)
- 41. HRIS (Human Resources Information System) Employee Self-Service Portal (mobile)
- 42. HRIS (Human Resources Information System) Employer Self-Service Portal (mobile)
- 43. Provide Worksite Posters
- 44. Drug Free Workplace Implementation
- 45. Wage Guides

- 46. LifeLock
- 47. E-Verify
- 48. Pay-As-You-Go Premium
- 49. No Down Payment
- 50. Multi-State Coverage
- 51. Manage Workers' Comp Claims
- 52. Analysis of Claims & Losses
- 53. 24 Hour Reporting
- 54. Post Accident Drug Test
- 55. Handle Workers' Comp Classifications
- 56. Handle Workers' Compensation Audits
- 57. Safety Programs & Training
- 58. Safety Inspections & Worksite Hazard Recommendations
- 59. Safety Manuals Templates & Safety Resource Library
- 60. Risk Management
- 61. End of Year OSHA 300 Reporting
- 62. Return to Work Programs
- 63. Fraud Investigations

- 64. Notice of Injury Filing
- 65. Each Client is Reviewed Annually
- 66. Multistate Payrolls & Taxes
- 67. SUTA/FUTA Cut Offs Automatically Honored
- 68. Certified Payrolls
- 69. Process & Reconcile Payroll and Taxes
- 70. State, Federal & Local Tax Preparation and Remittance
- 71. Unemployment Taxes
- 72. Tax Credits
- 73. Management Reports
- 74. Online Payroll
- 75. Direct Deposits
- 76. Visa Pay cards
- 77. Offsite Check Printing
- 78. PTO (Paid Time Off) Plan Tracking
- 79. Mobile PTO Approval Process
- 80. Garnishment Deductions & Remittance

- 81. Per Diems
- 82. Non Taxable Reimbursements
- 83. W-2 Processing
- 84. 940 & 941 filings
- 85. OCIP
- 86. Employment Verification
- 87. Job Costing
- 88. Transactions
- 89. Multiple Pay Rates
- 90. Customized Solutions/ In House IT Department
- 91. Time & Attendance System
- 92. ACA: Affordable Care Act
- 93. OSHA: Occupational Safety and Health Administration
- 94. ADA: Americans with Disabilities Act
- 95. FMLA: Family and Medical Leave Act
- 96. FLSA: Fair Labor Standards Act
- 97. EEO: Equal Employment Opportunity
- 98. IRCA: Immigration Reform and Control Act
- 99. ERISA: Employee Retirement Income Security Act
- 100. DOL: Department of Labor
- 101. WARN: Worker Adjustment and Retraining Notification Compliance
- 102. Title 7: Civil Rights Act of 1964
- 103. INS: Immigration and Naturalization Service
- 104. COBRA: Consolidated Omnibus Budget Reconciliation Act
- 105. Child Labor Law Compliance
- 106. ADEA: Age Discrimination Employment Act
- 107. HIPAA: Health Insurance Portability & Accountability Act of 1996

+ MORE ADDED REGULARLY!