

Monthly Newsletter

MAKING PAYROLL PERSONAL



What's New

AN HONEST DAYS
PAY
.....
WHEN TO GET
WORKERS COMP
.....
RETIREMENT PLANS &
WHY THEY AREN'T ONE
SIZE FITS ALL
.....

Remote Job Market Gradually Declining

Statistics show, work from home jobs are on the decline in 2023. "Remote jobs made up 13.2% of postings advertised on LinkedIn last month Dec, 2022 –down from 20.6% in March 2022" (The Wall Street Journal: By Ray A. Smith Jan. 24, 2023) Limited job offerings available may have caused a much-needed shift in the current employment dynamic in the country.

With remote positions being more difficult for employees to find, they are now seeking opportunities outside of their home offices. It appears now the job market is now more in favor of employers. This will hopefully benefit those who've been struggling to hire workers since the pandemic.

An Honest Days Pay

Tracking employee hours can be beneficial for any type of business, regardless of its size. Time clocks are one of the most reliable ways to track time and attendance. The software we use helps give you an accurate representation of your employees hours while on the clock - within each workday. The way it works is through a recorded clocking in and clocking out method. This makes it easier to accurately project payroll costs and ensure all employees are being fairly compensated based on the number of hours logged. PSS's time clocks will help improve your overall efficiency and organization throughout your business. We make it a seamless integration from our time clock software right to our payroll portal so you can save time!

Employer's that are ready to ditch paper time sheets for our advanced tracking system are reaping the numerous benefits that come along with automated hour tracking. That's why we love offering a solution for accuracy, accountability, and flexibility. As such, time clocks have become popular among business owners who need to monitor time in and time out for workers. This system also allows the owner to keep track of any overtime the employee may work. By tracking time spent at work, employees and employers can rest easy knowing that their time and salaries are being managed efficiently and fairly. For businesses that have multiple retail locations or employees working at different job sites, time tracking through an internet connected time clock can improve efficiency.

Many businesses require employees to clock in and out using a time clock or an internet clock, for those more tech savvy organizations, which allow employees to access their timesheets from anywhere at anytime. This helps prevent any issues or disputes over overtime or lost hours. As such, it is beneficial for companies from all industry backgrounds to monitor their employee's hours closely as it can minimize payroll errors in the long run.

"Tracking employees hours can be a laborious process for employers as they must ensure accurate records that comply with legal guidelines"

It can also be an invaluable tool to employers, allowing them to measure performance and streamline processes. Choosing the right one for your business will depend largely on your specific needs you have for tracking employee hours.



When To Get Workers Comp



When it comes to workers compensation, employers are required to add this insurance if they have any workers who are not owner-operators. Each employer who has employees in their organization needs to comply with the regulations of workers' comp laws on the state and federal level. If workers are injured while on the job, workers' compensation will provide them with financial protection against losses and medical bills that they may accumulate. As an employer or business owner, it is important to acknowledge the importance of workers comp plans as part of your overall benefits package for all workers. They help ensure safe practices, maintain productivity at work and prevent disability claims. Workers comp is an important benefit that employers must provide in order to show due diligence to their workers and protect themselves from potential lawsuits. Additionally, workers comp can help reduce the overall cost of workplace incidents and provide support to workers who have had to take time off because of injury or illness incurred at work.



*** Call Us TODAY For More Information!***

215-624-0922



Retirement Plans Aren't Always One Size Fits All

Retirement plans offer a way for businesses to provide essential financial security to their employees when they retire. Plans come in many different shapes and sizes, such as 401ks, IRAs and more. PSS can help get your business a plan tailored to suit your specific needs. Depending on the size of the organization, industry type and its overall goals, retirement plans are key to making sure that employees stay long term with a company. It's also important for employers to be aware of how their business will likely benefit from each available option. Retirement plans provide an excellent opportunity for both employers and employees alike - with careful consideration and strategic planning.

Our retirement plan advisors may be consulted to ensure that each plan meets your businesses needs and the company's objectives. In the long run employers can attract and retain good and loyal staff! Retirement plans not only benefit the employee but are also good for the businesses' image - showing their commitment to their employees' future success. With all these options available, there's something for everyone! Let us help you pick the right plan for your business!

Our consultants will come to you or contact you, to see what we can do to help get your retirement account started today!

Grow Your Online Leads With...

Results Gua▶anteed

At Results Guaranteed, we understand that the success of your business lies in its ability to drive more sales from online sources. That's why we offer comprehensive digital marketing solutions tailored to your businesses individualized needs! Anyone may call to receive a free audit of your existing online presence.

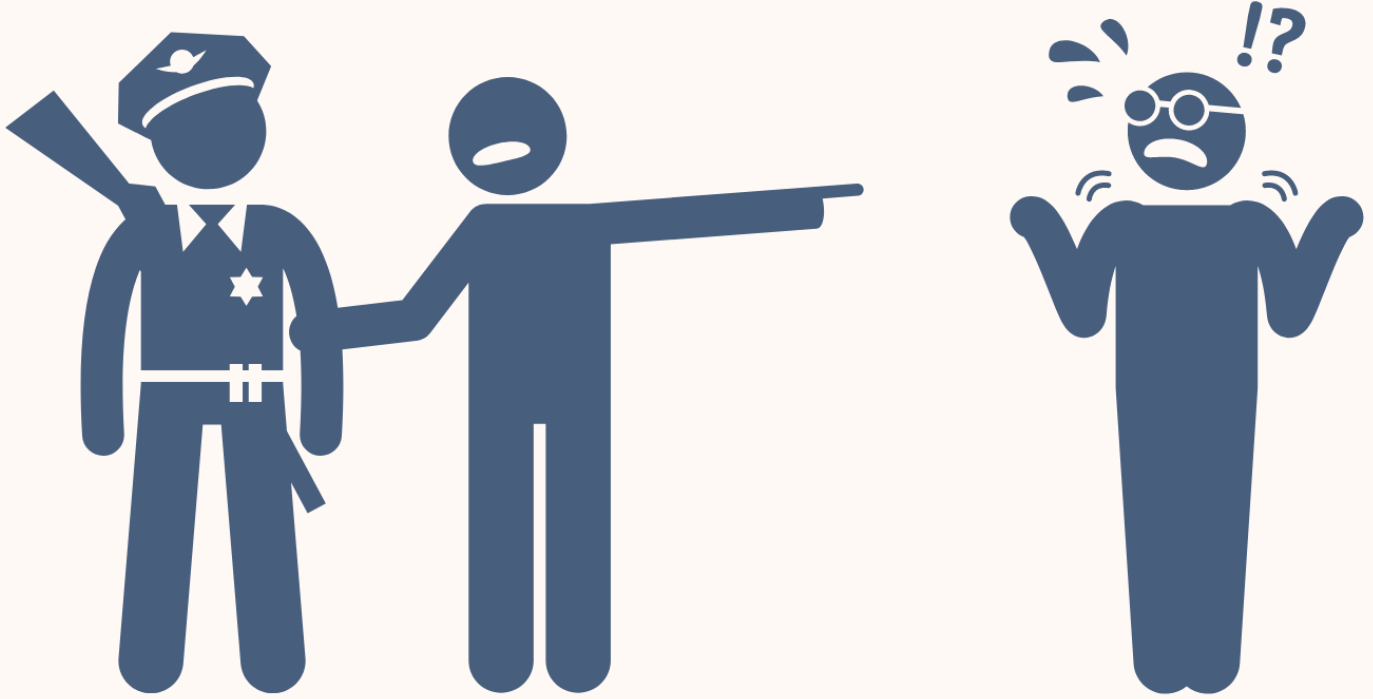
Our core services include SEO, website design and development, PPC (pay per click) Google Ads and Bing Ads, as well as social media management. What really sets us apart, however, is our commitment to going above and beyond for each client: not only do we track clicks but also revenue for a holistic approach that many other companies don't provide.

We are passionate about providing personalized attention through one-on-one consultations with you so that we can create a unique strategy specifically catered towards helping you get the digital marketing results that you are looking for. We strive to give you more leads, calls, and most importantly, an increase in digital sales.

Trust Results Guaranteed to help your business realize its digital marketing potential! Contact us today for more information about how we can help show you what's not working and provide detailed information on what needs to be addressed.

Call Today
215 - 309 - 9420





THE ACCUSATION OF MISCLASSIFICATION

"30% of businesses misclassify their employees as independent contractors to save on taxes." (NHPCO Nov 15, 2022)

**Employers should not misclassify workers as independent contractors when they are actually employees. This misclassification can cause your business a penalty and interest.

We must all join together to fight for higher standards that guarantee economic stability, safety, fairness, and respect in the workplace. With our collective efforts we can create good jobs that enable us to provide for ourselves and our families while contributing to our communities.**