

“It has been said that the number one issue facing the veterinary industry is, and always has been, Human Resources. There is no number two.”

Fritz Wood

Human Resources Solution *powered by Sequent™*

Are Human Resources issues keeping you from focusing on your practice? Let **Human Resources Solution™ powered by Sequent™** help you manage the HR part of your business, so you can focus on growing your practice.

What if you could do a better job of attracting and retaining the best employees?

- 50% of employees at veterinary hospitals have been employed for less than six months (NCVEI).
- The cost of a poor hire is two to four times a person's salary or more.
- “Our health care costs increased 19.6%. We need to explore different options.” (Vet in Columbus, Ohio)

What if you had help managing the risks of being an employer?

- Between 2000 and 2004 employment related litigation grew by nearly 400%. (US Small Business Administration)
- 41% of all Federal discrimination claims are against companies with 15 to 100 employees. (US Department of Labor)

What if you could have someone else handle the administrative burden of having employees?

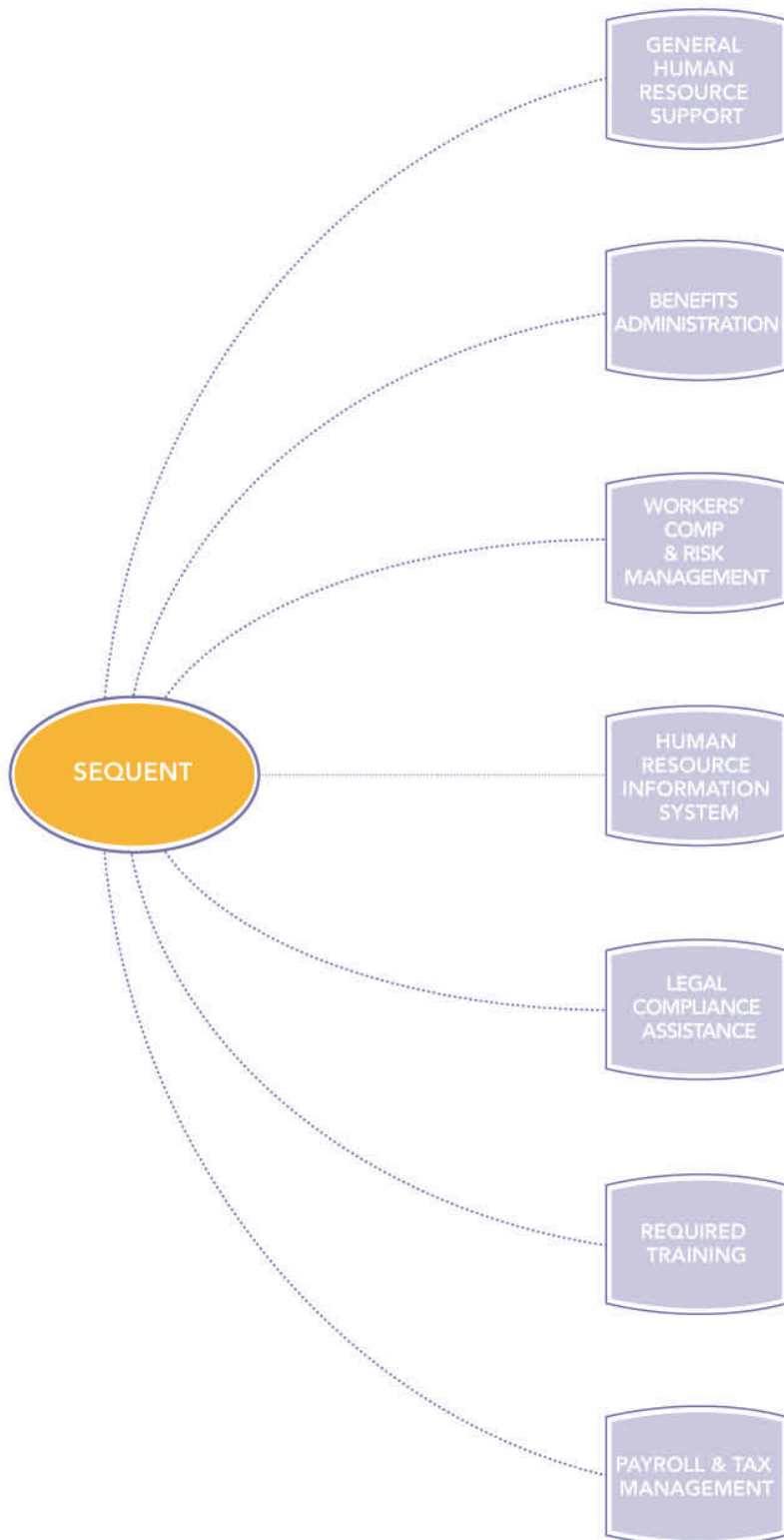
- Providing comprehensive and affordable benefits
- Managing Workers' Comp. claims
- Producing employee handbooks
- Maintaining employee files
- Providing payroll and tax management

What if you had a trusted advisor to turn to for expertise on Employee Relations & related issues?

- Handling that difficult employee termination
- Addressing an accusation of sexual harassment
- Managing a difficult employee

What if you had the freedom to focus on your practice and your patients?

THE PROFESSIONAL EMPLOYER SERVICE OFFER



- New Employee On-boarding
- Sequent Company Orientation
- Handbook Development
- Job Description Development (up to 10)
- Employee Relations Support
- Issue & Conflict Resolution Consulting
- Performance Management Assistance
- Government Liaison (DOL, EEOC)

- Health & Welfare Plan Administration
- Retirement Plans Administration
- Retirement Testing
- Section 125 Planning & Administration
- Paid Time-Off Policy Management

- Workers' Comp Claims Management
- Cost Management
- Unemployment Administration
- Government Liaison (Workers Comp)
- Benefit E & O Fiduciary Liability Insurance

- Real-time Access to Company and Employee Information
- Wage History Summary
- Employee Self-service
- Management Reports On-Line
- Manager Self-service

- Sexual & Other Harassment Laws
- Discrimination Laws
- Leave Laws
- Wage Laws
- Immigration Laws
- Benefits Laws
- File Maintenance Laws

- Sexual Harassment Training
- Effective Hiring and Firing Training
- Progressive Discipline Training
- Safety Training (for certain industry classes)

- Payroll Processing
- Payroll Form Administration
- Tax Administration & Reporting
- On-line Data Management
- Garnishment Compliance

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