

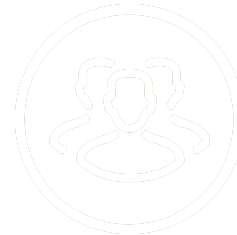


## HR Insights

### The HR Practices & Compliance Issue

#### Hiring Right Means Considering Diversity and Culture Fit

Hiring for culture and diversity are not mutually exclusive. In fact, they are just the opposite. With today's talent management strategies continuing to evolve due to the tight market for talent, it is now more important than ever to consider both in the selection process.



[Read more](#)

#### Upcoming Webinars

Thursday, May 26, 8:30 a.m. Pacific

##### **What You Should Know When Hiring Summer Interns**

While internships can be great for you and students, there are potential legal and administrative pitfalls that many employers overlook. By identifying and managing these issues, you can provide a great summer experience for your intern and protect your company from liability and administrative hassles. Join the ThinkHR team for this fast-paced 30-minute webinar where we will give you the roadmap for successful summer hires.



Wednesday, May 18, 8:30 a.m. Pacific

##### **Exploring the ThinkHR Workplace**

Join us for a quick overview of the features of Workplace, including ThinkHR Comply, Live, and Learn.

[» Register](#)

Watch on Demand

##### **Back to the Basics: Getting the Most from Your Candidate Screening Process**

Join the ThinkHR team for this informative, one-hour webinar where we cover some of the best practice tools we use at ThinkHR to make smart hiring decisions. We also go back to basics and provide you with the do's and don'ts of pre-employment screening to keep your screening compliant with applicable laws.

[» Register to watch on demand](#)

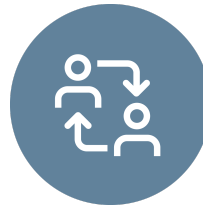
## Upcoming Overtime Rule Changes: Start preparing now!



The Department of Labor will be announcing the final rule changes regarding exemption from overtime rules in the very near future. Being prepared now for tomorrow's changes will enable your organization to quickly adapt and apply the new rules with ease.

[Read more](#)

## Get Trained On: Business Ethics - What Employees Need to Know



Understand and recognize the importance of business ethics and learn how to spot ethical problems on the job. Log in to Learn and search "Business Ethics" to get started on this 24-minute course in the Ethics library (in English and Spanish).

[Take the course](#)

## Employment Law Alerts

The following jurisdictions have recently had changes to their employment laws and regulations:



[Federal](#)  
[Georgia](#)  
[Hawaii](#)  
[Maryland](#)

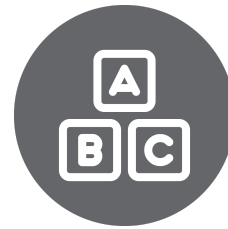
[Oklahoma](#)  
[Pennsylvania](#)  
[Tennessee](#)  
[Vermont](#)

## DOL Issues New FMLA Poster and Publishes Guide to Help Employers Administer FMLA

The Department of Labor has announced a new Family and Medical Leave Act (FMLA) poster and guidebook to help employers best comply with and administer

FMLA leave in the workplace. Learn about the new poster and guide here.

[Read more](#)



## In the Spotlight: 2016 ACA Employer Compliance Checklist

Our latest checklist helps you comply with ACA requirements, whether you are a small or large employer. Log in to Comply and find our 2016 ACA Employer Checklist in the white papers section in the "Tools" dropdown under the Resources tab.

[Log in to ThinkHR](#)

## Ask the Experts

**Question:** An employee's Social Security number identifies the individual with a distinctly female name, but he clearly identifies as a male. How do we handle this in terms of documentation and employment administration?

[Read more](#)




## HR Advice When You Need It

Have an HR question that needs the human touch? Call the Live Hotline team for answers and advice at 877.225.1101 brought to you by Creative Benefit Plans.



ThinkHR provides expert, practical human resource guidance to businesses of all sizes, helping them avoid costly risk and liability and save time.



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