



The HealthPass NY PEO  
powered by DecisionHR



**Jonah Morrison**

HealthPass

Chief Operating Officer

# 2 Pathways – Exchange & PEO





**Patrice Alvino**

DecisionHR

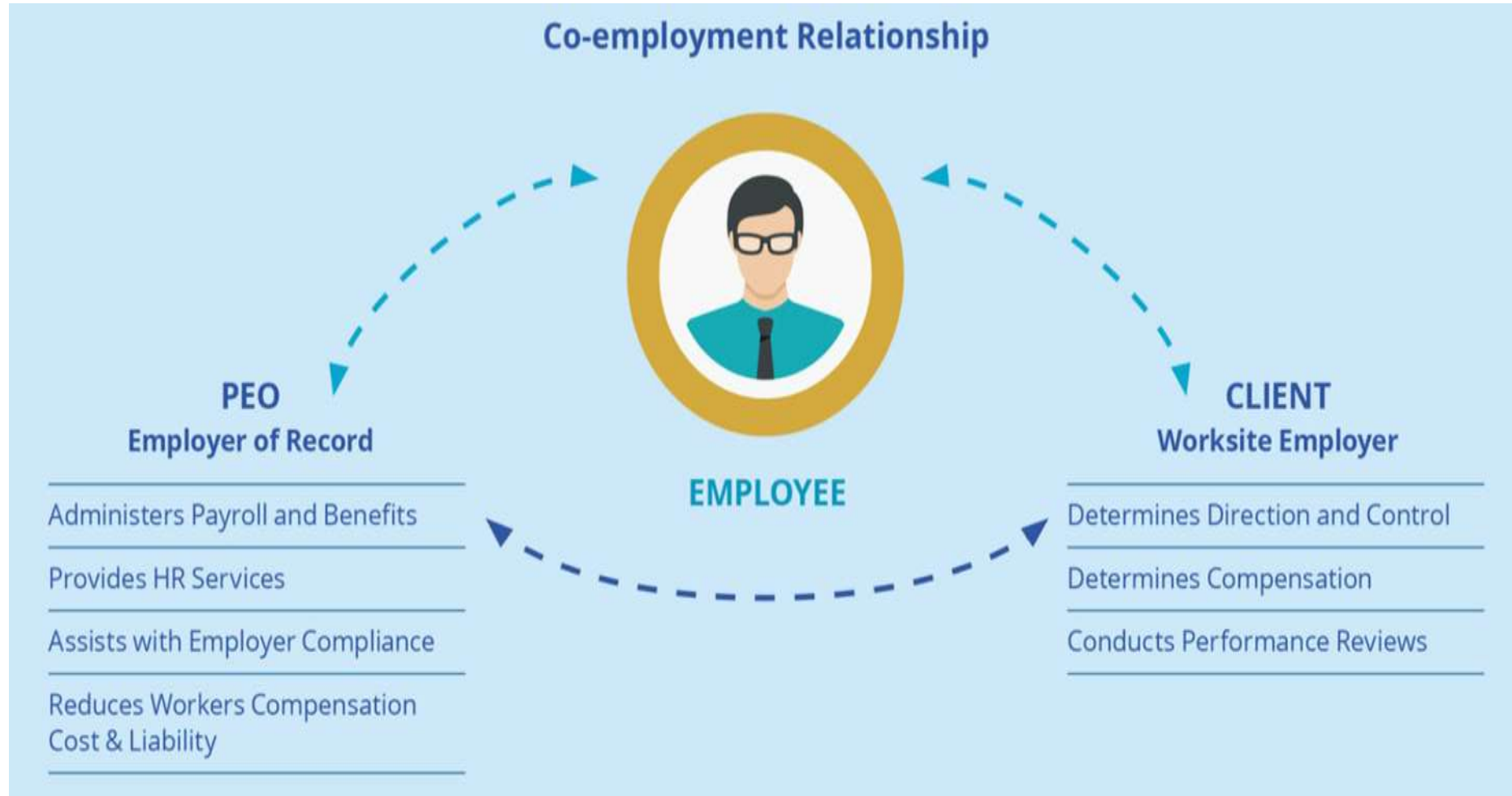
Director of Business Development

# Who is The HealthPass NY PEO powered by DecisionHR?

- Top 5 privately held PEO
- Recent purchase of MBA
- Over 52,000 nationwide worksite employees
- Owned by Bankers Insurance
- Can write in all 50 states payroll and Workers' Comp
- Compete on products and excel on service



# Why a PEO?





## Topics to be Reviewed:

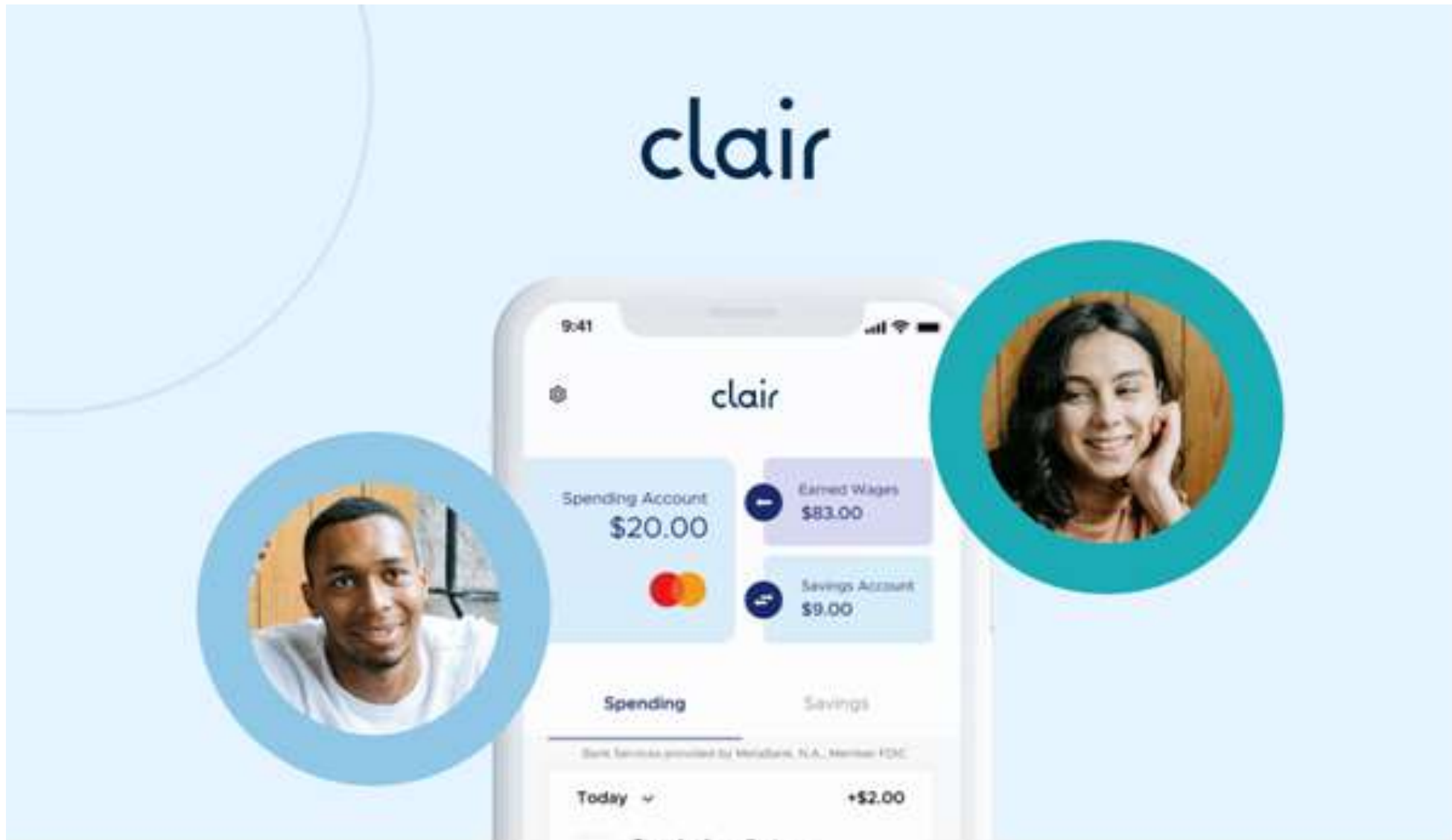
- Early Wage Access through clair
- Cyber Liability Coverage
- Online Training through BLR

# What is Early Wage Access?

- On Demand Pay
- Access to clair Mastercard
- Financial tools available to all members
- No cost to the employer or employee



clair



# Benefits of “On Demand Pay”?

- 34% Reduction in Absenteeism
- 40% Reduction in Turn Over
- 86% Increase in Job Performance

# Cyber Liability Coverage – what's included ...

- Scanning, monitoring and alert technology to better protect your business against data and privacy breaches
- Cyber Advocates available 24/7/365
- 1,291 data breaches in 2021

# Audience Poll!

- How many phishing emails are sent a DAY?
  - A – 2.2 billion
  - B – 2.9 billion
  - C – 3.6 billion

# Everyone is a target



From: **Patrice Alvino** >

To: **Charlie Backer** >

Today at 2:19 PM

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## Call me back

Charles,

I am on my way to the office.

Why didn't you inform me about this customer complaint?

Please call me back ASAP.

Customer complaint PDF:

<https://www.customer-service-alert.com/compaint/6243>

Thanks,  
Patrice Alvino



# Cyber Breaches

- 3.6 billion phishing emails are sent every day
- 44% of companies experience a breach through a third-party partner
- Costs of a breach to a small business now top \$1.2 million

# Our Cyber Plan

- Assess – Find if your corporate data has been breached and where
- Enhance – Provide tools to plan, train your employees, and protect your data
- Respond – If a breach occurs, experienced Cyber Associates can speak to you 24/7/365 to begin a response plan
- Recover – Partner with you with expert guidance to get you back to business as normal
- Support – Communicate updates and provide reference tools to keep you up to date on the latest threats

# Cost to Small Businesses

- Small companies (1-49 employees) lost an average of **\$24,000** each in 2020.
- Medium-sized companies (50-249 employees) lost an average of **\$50,000** each in 2020.
- Large companies (250-999 employees) lost an average of **\$133,000** each in 2020.
- Enterprise-level companies (1000+ employees) lost an average of **\$504,000** each in 2020.

\*Data provided by PCH Technologies





# BLR: New Access to Online Training Modules

- 28 standard Employee Courses
- 43 Supervisor Courses
- 6 State Mandatory Sexual Harassment Trainings

# New York State Law

- Sexual Harassment Training Requirements For New York State
- Sexual harassment training is mandated by law for all employees in New York State, requiring annual sexual harassment refresher training.

As of October 9, 2018, this law applies to:

- All employers, no matter what size, who employ anyone in New York state
- All company employees (including interns, freelancers, etc.) -- no longer limited to supervisors
- All contractors who bid on contracts to provide goods/services to the New York state government

# New York City Law

The New York City law, “Stop Sexual Harassment in NYC Act,” applies to all employers with 15 or more employees, and requires annual sexual harassment training for all employees, interns, independent contractors, and freelancers in New York City. Employers in New York City must provide sexual harassment training to all employees and interns by December 31, 2019, and then must retrain each calendar year. On January 11, 2020, the sexual harassment training requirement in the New York City Human Rights Law (NYCHRL) was expanded in scope to include the requirement to train not just employees and interns but also independent contractors and freelancers.

# Fines

- New York State \$100 per violation
- New York City civil penalties up to \$250,000

# Additional Expanded Handbook Guidance

- Policy Review and Revisions
- Revisions/Recommendations to the current Handbook
- Customized Company Handbook with a State-Specific addendums
- Job Descriptions - includes a consultation to understand the scope of position, job duties, and job requirements

# Benefits of Using a PEO

- Employee turnover is 23%-32% lower
- Small businesses grow 7% faster
- Businesses 41% more likely to report growth in 2020
- 60% less likely to have permanently closed

# Patrice Alvino

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Thank You!

