

WEBINAR SERIES

Post-Inauguration and COVID-19 Updates, and a Look at Our New Mobile App

January 27, 2021



PrestigePEO Webinar
Guest Speakers



WEBINAR HOST

Jason Flinn

Director of HR Client Services
PrestigePEO



Ryan Yannalfo

Director of Process Improvement
PrestigePEO



Kathleen Sullivan

Associate Director of Benefits
PrestigePEO

PrestigePEO Webinar

Today's Presenters



Jason Flinn

Jason Flinn, Director of HR Client Services

Jason oversees the team of Human Resource Business Partners in their efforts to provide outstanding guidance to PrestigePEO's client companies. Jason is also responsible for providing the strategic backbone that helps manage PrestigePEO's relationship with its client companies, and mentoring clients to maximize workflow efficiencies.



Kathleen Sullivan

Ryan Yannalfo, Director of Process Improvement

Ryan oversees and manages the Project Management Office, Client Implementation, and Systems Implementations departments. He is responsible for utilizing technology to ensure an optimal client service experience from onboarding to renewals and everything in between.



Ryan Yannalfo

Kathleen Sullivan, Associate Director of Benefits

Kathleen Sullivan is the Associate Director of Employee Benefits at PrestigePEO. Kathleen has spent over 25 years in the employee benefits arena and has been with PrestigePEO for the past six years. She currently oversees a strong team of dedicated specialists who work to support, educate, and advocate for PrestigePEO clients and their employees.

Today's Agenda

- New Presidential Policies
- Workplace Developments to Expect under the Biden Administration
- Stimulus Relief Payments Update
- COVID-19 Vaccine
- PrestigeGO Mobile App

Webinar Forum

All participants are muted.

Please type questions in the side navigation panel and we will try to address most questions during today's session.

Today's presentation will be posted online at prestigepeo.com/blogs/



New President New Policies

New President New Policies

- On January 20th, 2021, President Joseph Biden Jr. was inaugurated as the 46th President of the United States
- Executive Orders – 28 executive orders were signed by President Biden over his first two days in office
- Main focus on COVID-19 and the economy, while also touching on environmental issues, gender equity, immigration and ethics
- The focus in President Biden's second week will be on the topics of Immigration, Health Care, Climate, Racial Equality



A modern office interior with people working at tables and a woman sitting on a sofa. The scene is overlaid with a teal and orange geometric design.

Anticipated Workplace Developments

Anticipated Workplace Law Developments Under the Biden Administration

- **Workplace Safety** – Biden will most likely push OSHA for a mandatory emergency standard, which would require employers to develop and submit a workplace safety plan – and may even require government approval
- **Wage and Hour Law** – Progressive agenda focused on middle and working-class issues.
- **Future of Work** – Aggressive approach to stopping employers from intentionally misclassifying their employees as independent contractors
- **Pay Equity** – More likely to see pay equity legislation passed at the federal level



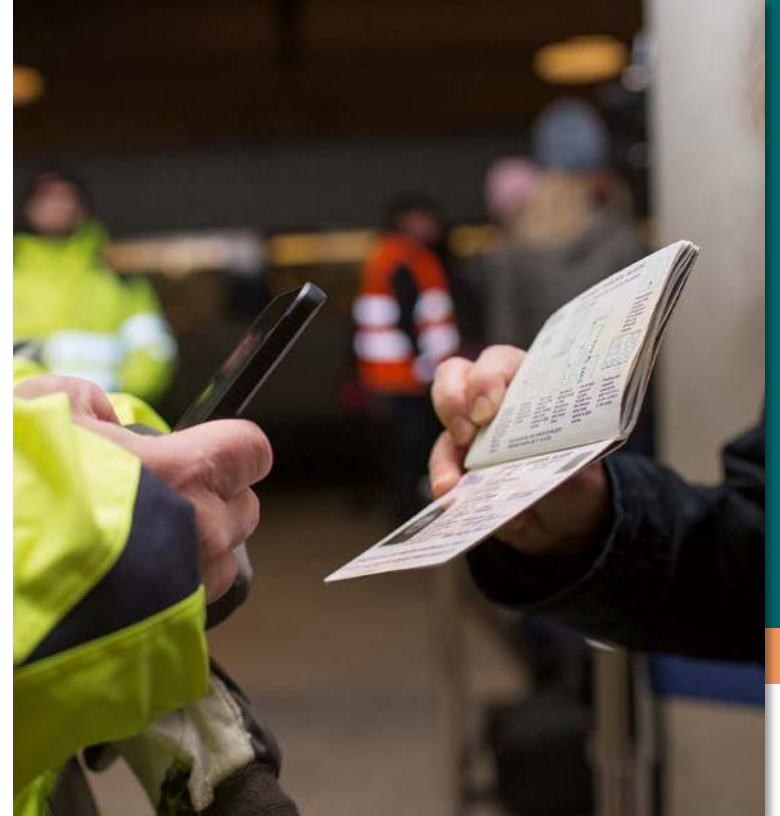
Anticipated Workplace Law Developments Under the Biden Administration



- **Labor Relations** – a return to the pro-labor agenda that was a hallmark of the National Labor Relations Board (NLRB) under the Obama administration, and a corresponding reversal of pro-employer initiatives implemented by the agency over the past 4 years.
- **Employee Benefits** – possible expansion of the Affordable Care Act and opportunities for small businesses to help their workers save for retirement.
- **Employee Leaves** – greater support of family and medical leaves for employees.
- **Employee Privacy and Data Security** – a possible push for federal privacy legislation favoring consumer rights. Borrowing from the California CCPA.

Anticipated Workplace Law Developments Under the Biden Administration

- **Non-Compete Agreements/Restrictive Covenants** – more of an attempt to regulate provisions on the federal level.
- **Global Immigration** – an immediate and dramatic reversal of immigration restrictions
- **Affirmative Action** – significant developments for federal contractors



The image features a background of a blurred office interior with teal and orange geometric overlays. A central focus is a stack of US stimulus checks. The top check is clearly visible, showing the Statue of Liberty and the text "United States Government" and "ECONOMIC STIMULUS PAYMENT".

Stimulus Relief Payments

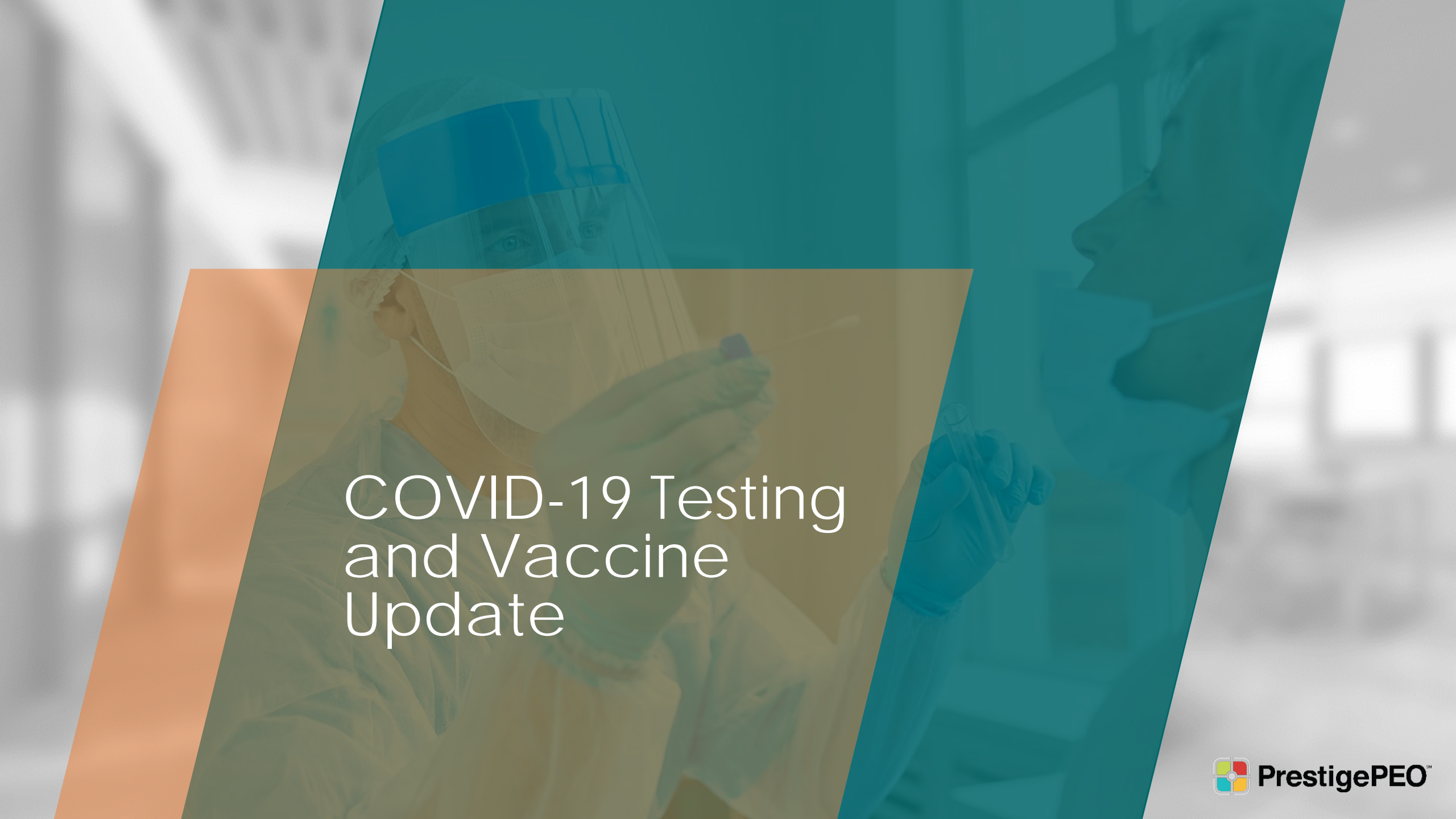
Revisiting the CAA Provisions

CAA 2021 provides \$600 per individual (\$1,200 for taxpayers filing jointly) payments directly to Americans, as well as \$600 for each child dependent under the age of 17

Note: The payments begin to phase out at an adjusted gross income of \$75,000 for an individual and \$150,000 for joint filers

Possible Expansion of Child Tax Credit

- **Legislation being drafted that would direct the IRS to send recurring monthly payments to American families**
 - \$300 every month per child younger than 6
 - \$250 every month per child age 6 to 17
 - That would amount to \$3,600 over the course of the year for young children, as well as \$3,000 a year for older children
- **The plan is to make these child benefits a permanent program that would continue in future years**
- **This approach would not require taxpayers to wait until they file their taxes to receive the credit. Families would receive the monthly benefits even if they owe the government more in taxes than the value of the credit.**



COVID-19 Testing and Vaccine Update

COVID-19 Vaccine Coverage

- **COVID-19 Vaccine Coverage**

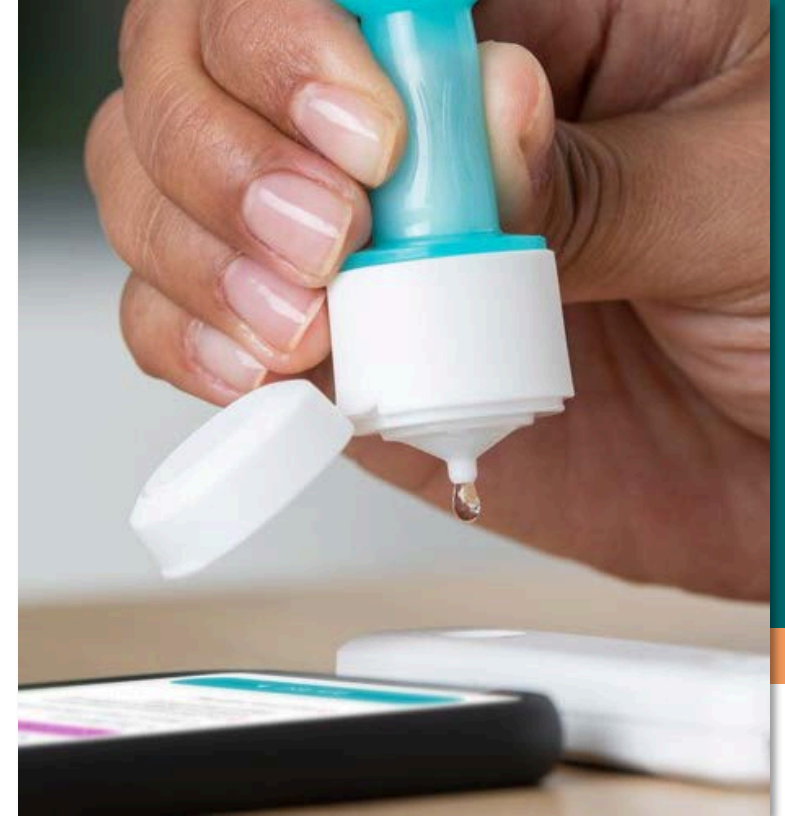
- Oxford and UHC will be providing coverage for the Covid-19 vaccine at 100%, with no member cost share.
- Coverage will be provided on both an in- and out-of-network basis - even if a member does not have out-of-network benefits.
- If members receive the vaccine at an out-of-network provider, they may need to pay out-of-pocket and submit a claim for reimbursement.
- At this time, all the vaccines are being covered by the federal government. Once the vaccines are more widely distributed, Oxford and UHC will be covering the vaccine through their pharmacy partners, as well as through medical providers.



Home Testing for COVID-19

Home Testing for COVID-19

- Covid-19 home testing is covered in full by Oxford and UHC.
- They must be prescribed by a medical professional to be covered by insurance. A prescription from a member's doctor is not usually necessary, as most labs will do a screening and prescribe the test.
- Among the FDA authorized at-home COVID-19 tests that are available, our vendor LabCorp does provide them and will bill Oxford and UHC directly. For more information, you may contact LabCorp at [Pixel by LabCorp](#).



COVID-19 Vaccinations are Here – Now What?

- **What does the availability of a COVID-19 vaccine mean for employers?**
 - Employers now must begin to weigh the information at hand, along with the pros and cons of whether they wish to strongly encourage their workforces to take the vaccine when it becomes available to them, or if they are going to mandate it be taken.
- **Encourage requirement or enforce a mandate?**
 - Need to consider multiple factors
 - Employee Accommodations
 - Understand the situation and be consistent
 - Anticipate how a vaccine mandate would be received by employees
- **What are some of the considerations under EEOC, ADA & Title VII?**
 - Using the “Direct Threat” Mandate
 - Reasonable Accommodations
 - Understand the situation and be consistent
 - What if my employee refuses to get vaccinated?
- **What should the employer be doing now?**
 - Follow developments as they become known and remain flexible in your approach to whatever vaccination policy you are considering. You should begin to prepare a policy framework and employee communication plan.

Mobile app - PrestigeGO v2.0



The Power of a PEO Right in Your Pocket

Introducing a Smarter Way to Manage HR



Introducing a Smarter Way to Manage HR

Simple. | Seamless. | Secure.



Version 1 vs. Version 2

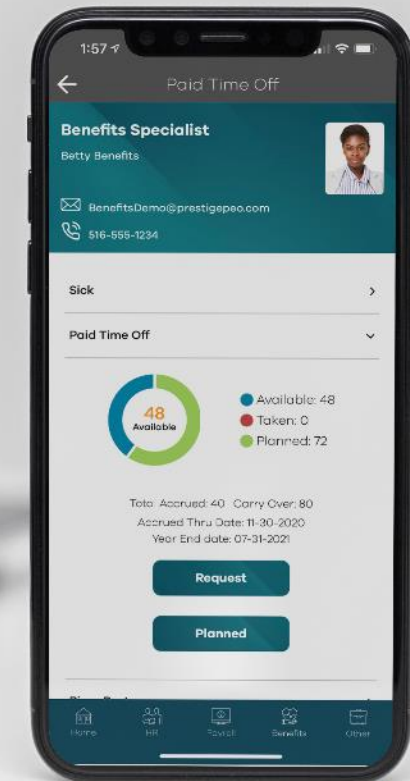
- The first version of our mobile app, PrestigeGO, was released in Q1 2020.
- One of our top priorities for our mobile app was to provide easy access to your Prestige service team. From every screen in PrestigeGO, you are a tap away from calling or emailing your HR, Payroll, or Benefits rep. We carried this theme forward into V2.
- While useful and helpful, V1 contained only employee-centric functions, and did not include certain tools available on the desktop version of our Employee Portal.
- In addition to a top-to-bottom visual redesign and UI/UX revamp, V2 introduces many great new features to help you and your employees manage your HR functions on the go.

What's new?

- Biometric login (Face ID / Touch ID)
- Access to W-2s
- PTO Requests
- Access to Benefit Enrollment
- Single Sign-On (SSO) to vendor providers
- Push notifications
- Manager functions
 - Pay Rate / Position Changes
 - Approve / Deny PTO Requests
 - EE Termination
 - Payroll Approval

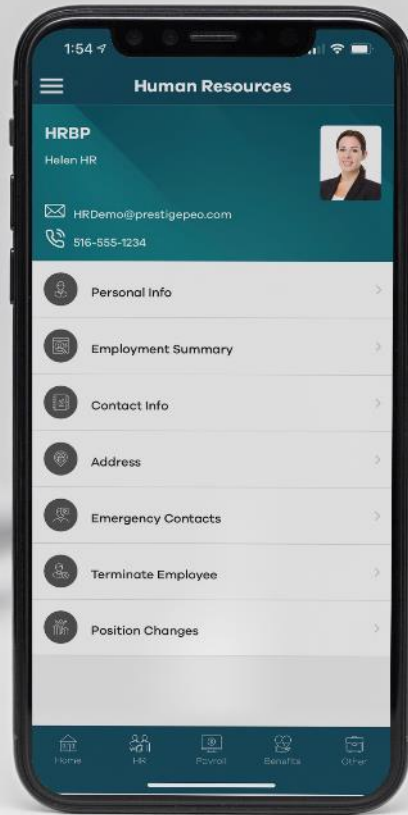
TIME OFF AND LEAVE

A faster way to request and approve time off.



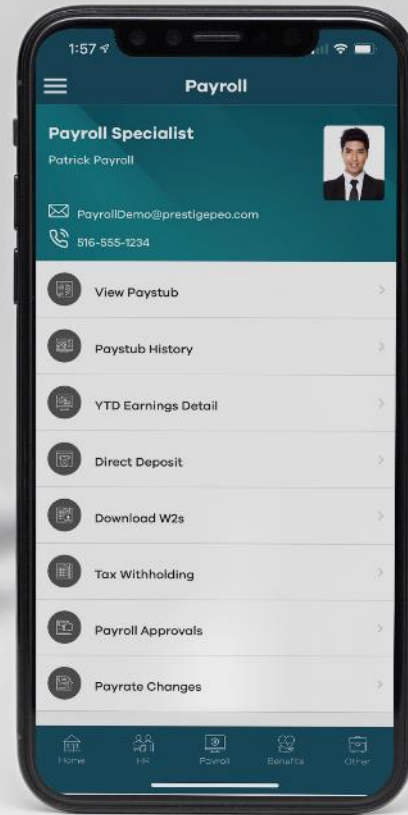
HR MANAGEMENT

Convenient options to handle critical HR functions.



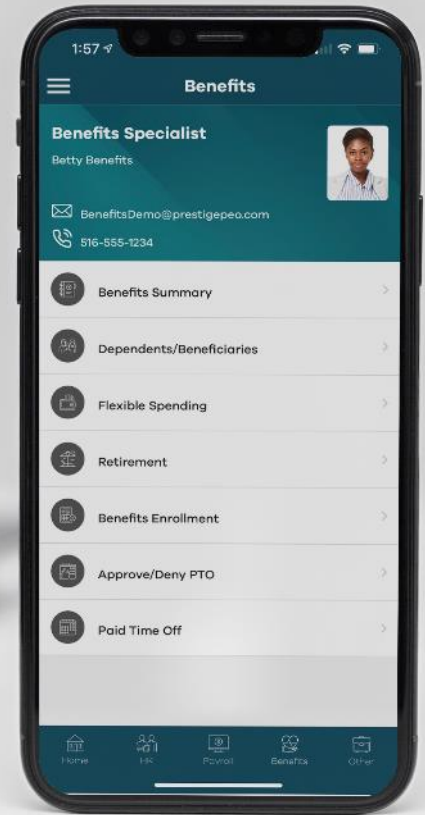
PAYROLL

Quick and easy payroll management.

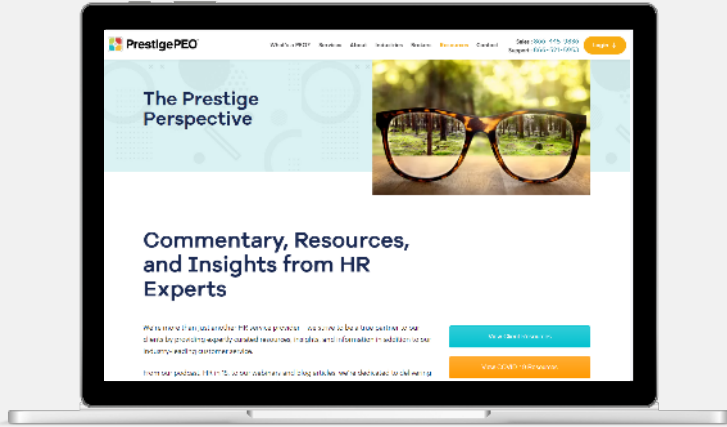


EMPLOYEE BENEFITS

Vital employee benefits information at your fingertips.



PrestigePEO Communications



Today's presentation will be posted on **PrestigePEO.com** under

- **The Prestige Perspective** prestigepeo.com/blogs
- **COVID-19** prestigepeo.com/covid-19/

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Human Resources, Employee Benefits, and Payroll Simplified

You started your business because you had a great idea. We started our business to handle the rest.