



**DELANEY**  
Insurance Agency, Inc.

**DELANEY INSURANCE MAKES A DIFFERENCE BY PROVIDING SOLUTIONS FOR THE LEGAL AND REGULATORY ISSUES FACED BY BUSINESS**

COMPLIANCE REVIEW	Yes	No	Interested in our solution?
Does your company have an employee handbook?			
Do you want consultation on Wage and Hour issues?			
Do your company have required written Plan Documents and Summary Plan Description for all your benefit plans on-hand and up to date as required by ERISA? Note: It is the Department of Labor's goal to audit 95% of companies in the next 5 years. Fines are \$1000 a day per employee for time out of compliance. Is your company ready for the audit?			
Does your company know all the who's, what's, where's and when's of the numerous other one-time & annual notices employers are required to provide and how they need to be distributed to employees? <hr/> ERISA entitles Employees to be able to see a copy of documents in their entirety at any time. Can you produce them? <hr/>			
Do you have an injury and Illness Prevention Manual?			
Are you interested in learning about 401K?			
Does your company want to set up a drug testing program?			
Does your company want to set up customized safety meetings?			
Does your company have a section 125 Program?			
Does your company want to review compliance with FMLA & Cobra?			
Does your company want to set up a Wellness Program?			
Does your company have a driver pull program?			
Do you offer first Aid classes to management?			
Do you offer CPR classes to management?			
Is your company interested in review of OSHA compliance,			

training and updates?			
Does your company utilize a Workers Compensation Claim review process?			
Does your company review Unit Stats prior to Workers Compensation renewal ( open claims, reserves, etc.) ?			
Does your company provide Pre-Employment Screening Background Checks?			

Does your company offer a financial Planing and Investment Review?			
Does your company have an HR/ Benefits Management System?			
Do you utilize Pre Employment Physicals?			
Does your company have access to HR laws and regulations with a library of documents and forms?			
Does your company practice Workers Comp. Containment - Utilization and Bill Review?			
Does your company utilize Workers Comp Claims Oversight?			
Is your company interested in a review of ADA Compliant Job Description language in your company?			
Is your company interested in a payroll service?			
Does your company have questions on legal issues that need answered?			

Are there any topics of major concern for you right now?

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