Human Resources Services

Increasingly complex laws have created significant administrative obligations and legal exposure for employers. Oasis Outsourcing helps to mitigate many of these worries through expert Human Resources consultation and innovative programs.

ADMINISTRATION & SUPPORT
- HR Hotline (866-468-3802)
- SPHR / PHR Certified Professionals
- Manager Consultation
- Employee Relations
- Semi-Annual Client Seminars
- Management Resource Guide
- 1-9 Compliance
- New Hire Reporting
- SSN Verification Report
- EEO-1 Reporting
- FMLA Administration
- Unemployment Claims Administration
- Initial Claims Processing
- Employment Verification Access

EMPLOYEE DISCOUNTS
- Specialty Gifts
- Retailers
- Travel and Entertainment
- Health and Wellness
- Services

LEGAL & REGULATORY GUIDANCE
- Employment Handbooks
- Federal & State Guidance
- Fair Labor Standards Act (FLSA)
- Wage and Hour
- Title VII
- Discrimination
- Americans With Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Employment Practices Liability Insurance (EPLI)
- $2 Million Coverage
- EEOC Charge Facilitation

HR CONSULTING
- HR Review
- Organizational Structure
- Organizational Development
- Employee Relations
- Training Seminars
- eLearning Center

Employee Benefits

To recruit – and keep – the very best employees in today’s marketplace, you must offer a competitive benefits package. Oasis helps to level the playing field with any Fortune 500 company, and helps to insulate you from rising costs!

HEALTH INSURANCE
- Medical
- Dental
- Vision Care

OTHER INSURANCE
- Life and AD&D
- Accident
- Hospital Indemnity
- Short- and Long-Term Disability
- Cancer
- Legal
- Pet
- Roadside Assistance
- Credit Card Protection
- Identity Theft Protection

FINANCIAL SAVINGS PLANS
- 401(k) Retirement Plan
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Including Child Care Expenses
- Medical Spending Debit Card
- Pre-paid College Fund
- Online Account Access
- Parking and Transit Section 132 Plan

Payroll Administration

Oasis Outsourcing’s experienced and efficient Payroll Team relieves you of the burden of processing payroll and handling all of the other tasks associated with payroll administration. This allows you to spend more time developing your core business.

PREPARATION & DISTRIBUTION
- Customized Deposit Options
- Direct Deposit
- Debit Card
- Payroll Accrual and Tracking
- Paid Time Off
- Job Costing
- Time Sheet Feed
- Time Clock Interface
- Payroll Record Keeping
- Audits
- Inquiries and Verifications
- Payroll Check Verification
- Garnishments and Levies
- W-2 Processing
- Payroll Helpdesk

WEB-BASED PAYROLL SYSTEM
- Web Reports
- Online Service Center
- General Ledger Interface
- Payroll Reference Guide
- Time Clock Interface

EMPLOYEE WEBSITE
- Check Stubs
- Paid Time Off Status
- W-2s

TAX COMPLIANCE
- Federal and State Payroll Tax Management
- Federal Unemployment Tax
- State Unemployment Returns
- Quarterly Tax Report
- Regulatory Compliance

StaffSourcing℠

As your workforce needs change, Oasis StaffSourcing’s products and services help you meet the demands with full recruiting, selection, and pre-employment screening tools – and guaranteed results!

RECRUITMENT
- Advertising
- Internet ads
- Newspaper ads

SELECTION
- Resume Screening
- Telephone Screening
- Skills Testing
- Customized Testing Available

HIRING
- Background Checks
- Reference Checks
- Full Placement Services
- Permanent and Temporary Hiring

Note: Some StaffSourcing products and services are fee-based at substantially discounted rates.

Workers’ Compensation

Oasis assists you in creating and maintaining a safe work environment, while bearing full liability for workers’ compensation.

RETURN TO WORK PROGRAMS
- Claims Management Oversight
- Initial Claim Intake Reporting
- Verification of Active Employment
- Monitor Third-party Administrator
- Review Initial Fact Canvass Reports for Fraud Indicators
- Issue Workers’ Compensation Certificate to all Client Certificate Holders
- Fraud Investigation (when warranted)

RISK MANAGEMENT
- Analyze and Recommend Safety Protocols
- On-Site Safety Inspections
- Safety Program Development Assistance
- Drug Free Workplace Program
- Certificates of Coverage
- Coordinate Safety Training and Certification

COMPLIANCE
- OSHA Assistance

OASIS OUTSOURCING

866-AT-OASIS (866-286-2747) • www.oasisadvantage.com

In Florida, Oasis Outsourcing is licensed by the DBPR (Lic. #GL42). In Texas, “Oasis Outsourcing” means Oasis Outsourcing III, Inc.