



Let's do it together

**XCELHR**  
PEOPLE RESOURCE MANAGEMENT

www.xcelhr.com

**Xcel HR:**  
Your Professional Employer Organization.

Share employment related liabilities through co-employment,

Gain access to Fortune 500-style benefits

Enjoy large-group savings on workers' compensation, and much more!

## Xcel HR Now Offers Recruiting & Staffing!



We are thrilled to announce the addition of recruiting and staffing to Xcel HR's book of services. With this offering, we can provide qualified temp-to-hire and direct-hire candidates for many specialties.

Services include:

- Preliminary interviews
- Reference checks
- Salary negotiations
- Job postings
- Services for government contractors
- Much more!

[Learn more about this new offering](#)



## Employment Practices Liability Insurance



If you are like most employers, you might assume that your general liability policy or workers' compensation policy will protect you against employment lawsuits. Unfortunately, this is not the case. As your trusted adviser, Xcel HR has recently secured coverage that can provide you with the protection you need: Employment Practices Liability Insurance (EPLI).

Common employment-related lawsuits, that can be detrimental to your businesses' bottom line, as well as its' reputation, include:

- Harassment
- Discrimination
- Wrongful Termination
- Retaliation

Learn more about EPLI coverage with these valuable resources:

1. [EPLI Brochure](#)
2. [TedTalk HR Quick Clip: Employee Litigation](#)
3. [The Hard Facts about Employment Lawsuits](#)



## Government Employment Audits on the Rise

by Natalie Dodson, SPHR

Published in CBO Magazine\* (Oct. 2011)



In 2010, a compliance audit by a government agency seemed improbable. But fast-forward to 2011, and the improbable has become commonplace in many industries. Now, the Department of Homeland Security (DHS), the Department of Labor (DOL) and the Internal Revenue Service (IRS) are reportedly working together to find violations.

[Read more](#) to learn:

1. What can prompt an audit
2. New agency audit initiatives
3. Tips to proactively prepare for an audit

*\*While this article was published for the construction industry, employment audits affect ALL places of business!*



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