

A long-term strategy for your cannabis business to control costs, reduce risk, better manage human resources, and increase employee engagement & retention.

*Only AdaptiveHR powered by Resourcing Edge offers the extensive HR platform and deep industry knowledge into all aspects of the cannabis industry. We have the experience and expertise needed to be the comprehensive solution for all your business needs.*

## Human Resources Services Your Company Needs

- Development and production of employee handbooks
- Employee relations and HR consulting
- Employment Practices Liability Insurance coverage - up to \$3,000,000 in total
- New-hire reporting
- Job description development
- Compensation analysis
- Unemployment claims management
- Hiring and termination assistance
- Verification of employment
- EEOC claims management
- Federal and state compliance management
- PTO policy design and administration
- E-Learning, monthly webinars, facilitated training

## Risk & Compliance Made Easy

### RISK MANAGEMENT SERVICES

- Risk assessments and insurance claim review
- Claim advocacy / reporting
- Fully insured "pay-as-you-go" workers' compensation coverage
- State and federal reporting
- Loss control study
- Hazard assessment

### SAFETY SERVICES

- On-site safety review
- Online safety training
- OSHA compliance assistance

## Accurate Payroll On-Time, the First Time

- Direct deposit, live checks and pay-cards
- Online data management
- Real-time detailed reporting
- Garnishment and deduction administration
- General ledger uploads
- Self-service portals for employee and employer
- Check stubs, pay history and W-2s available online
- Vacation/sick/personal time-off management
- Access to handbooks and corporate documents

## Cannabis Compliant Time and Attendance

- Track employees with multiple rates and positions
- Streamline labor cost to the correct revenue centers
- Run real-time labor reports.
- Section 280e compliance

## Tax Administrative Services to Keep You Compliant

- Tax administration and reporting
- Periodic, quarterly and annual filings
- W-2 processing and production

## Benefits Administration Without the Hassle

- Online employee enrollments and terminations
- Employee service center and claims support
- Premium payment and reconciliation
- COBRA notification and record keeping
- Provision, selection and consultation of benefits plans
- Electronic enrollment for on-boarding and renewals
- HSA and FSA administration

## Affordable Robust Benefit Packages

- Major Medical insurance and wellness
- Dental insurance
- Vision insurance
- Telemedicine offerings
- Pharmacy discount programs
- Pet wellness plans
- Pet insurance
- Employee financial wellness programs
- Purchasing discount programs
- Life insurance, including dependent life insurance
- Employee Assistance Program (EAP)
- Retirement 401k savings plans and Safe Harbor
- Long-term and short-term disability insurance
- Health Savings Accounts (HSA)
- Flexible Spending Accounts (FSA)
- Employee vehicle, home, and rental insurance
- Critical illness insurance
- Accident insurance

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