



## Year End Preview

We cannot believe that 2016 year end is upon us. Prior to year-end we wanted to remind you of the new DOL regulations and some services that *HowardSimon* has available to help your year-end run smoothly. Our full guide will be out in a few weeks.

### Labor Department Overtime Rules

On May 18, 2016 the Labor Department issued a final rule signed by President Barack Obama updating the definition of non-exempt employees under FLSA overtime rules. The new rule, which will take effect **December 1, 2016**, requires that executive, administrative and professional employees be paid a minimum of \$47,476 a year, up from \$23,660, to meet the salary basis test for the overtime exemption.

[General Guidance and the Final Rule from the DOL can be found by clicking here.](#)

### HowardSimon Time Solutions

Looking for a solution to help track and manage time for your employees? *HowardSimon* has a solution for you. Track and manage employees time through web, mobile, and biometric solutions, data drops seamlessly into your payroll, reducing the time it takes to run payroll. Please contact our sales team to find out more and schedule a free demo: [info@hsapayroll.com](mailto:info@hsapayroll.com).

### TurboTax W2 Upload

*HowardSimon* has partnered with Intuit to provide an enhanced tax preparation service for your employees. At your election, we will upload your employee's W2 through Intuit's secure interface. This will enable employees to download their information when using any Intuit tax preparation product.

There is a minimal annual charge for this service of \$12.50 + \$0.20/W2. For example, a company with 20 W2s would incur a fee of :

$$\$12.50 + (20 * \$0.2) = \$16.50$$

Please contact [support@hsimon.com](mailto:support@hsimon.com) to enroll in this service.

## ACA Compliance

Year end is right around the corner and there is no better time than now to make sure you are ready for ACA (Affordable Care Act) processing.

*Please note: if HowardSimon processed ACA for your organization in 2015 we presume you will continue to do so in 2016. If that is not the case please contact us immediately so we can update our records.*

In the meantime, we recommend revisiting the ACA tab and begin (if you have not already) to update your employees. If you have any questions please reach out to our support team by email at [support@hsapayroll.com](mailto:support@hsapayroll.com) or by calling 847-945-0340. Also for more information please visit our ACA Compliance page on our website: <http://www.hsimon.com/healthcare-reform.html> .

## HowardSimon Retirement Plan Solutions

Did you know *HowardSimon* is one of the leading independent providers of 401(k) and retirement solutions in the area? Our 360 degree solution creates a one stop solution for you and your employees:

- Have an existing plan? Ask *HowardSimon* to do a free benchmark analysis of your plan. A periodic plan review of your costs and design is highly recommended. As a trusted independent third party provider, *HowardSimon* can provide an independent analysis of your plan.
- Don't have a plan? Let us help, our easy to use one stop solution gets you up and running in no time at all.

## HowardSimon Paperless Solutions

Looking to get rid of your physical reports and physical pay stubs, *HowardSimon* has the solution for you, via our online portal. Please contact our team to find out more and schedule a free demo: [info@hsapayroll.com](mailto:info@hsapayroll.com).

**Thank You for choosing HowardSimon!**