FrankCrum
PAYROLL • INSURANCE • BENEFITS • HR

100+ Services
OFFERED BY FRANKCRUM

PAYROLL & TAX
Accurate, on-time payroll with full tax compliance

- Process/reconcile payroll & taxes
- Multistate payrolls & taxes
- Certified payroll reports
- Automatic SUTA/FUTA compliance
- Federal, state & local tax filing
- Unemployment taxes
- Tax credits
- Direct deposit & pay cards
- Compliant wage garnishment
- Non-taxable reimbursements
- Per diems
- W-2/W-3 processing
- 940/941 filings
- OCIP
- Employment verification
- Job-costing
- Multiple pay rates
- Time clock solution with geofencing
- Fringe benefits
- Employee deductions
- Off-cycle check runs
- Dedicated payroll coordinator
- Various time entry methods accepted

HR & COMPLIANCE
Strategic HR support for employee lifecycle management

- Learning Mgt System (FrankCrum Training Hub)
- Create & update employee handbooks
- Wrongful termination claims assistance
- Unemployment claims administration
- Immigration & employment eligibility regulations
- Employment eligibility verification (E-Verify)
- Equal Employment Opportunity (EEO-1) reporting
- Discrimination issues
- Hiring practices
- Harassment prevention
- Wage & Hour
- Performance management, corrective action and termination
- Applicant Tracking System integration (ATS)
- Access to worksite posters
- Recruiting/placement services
- Workplace safety & standards regulations
- Equal opportunity & anti-discrimination legislation
- Job descriptions
- Employment oversight & administration laws
- Leave & benefits laws

HR INFORMATION SYSTEM (HRIS)
Easy online access for employees & employers

- Online portal for employers & employees (MyFrankCrum)
- Mobile-friendly access
- Online employee onboarding
- PTO & vacation tracking
- Employee records management
- Benefits enrollment
- Electronic benefits portal
- Reporting & analytics dashboard
- General ledger feed
- Developer API available
- Integrations with time clock, ATS, etc.
- Employee access to pay history, W-2s, etc.
- White-labeling capability
- Automated change audits
- Customizable access at the employee level

WORKERS' COMP & RISK MGT
Protection, claims support, & workplace safety programs

- Pay-as-you-go WC coverage with no down payment
- Year-end OSHA 300 reporting
- Multi-state WC coverage
- Manage WC claims
- WC claims review & loss analysis
- 24/7 WC claims reporting
- Post-accident drug test
- Return-to-work programs
- WC fraud investigations
- Notice of injury filing
- Self-service COI downloads
- Employment Practices Liability Insurance (EPLI)
- Drug Free Workplace program
- Background checks & drug testing
- Safety programs & training
- Safety inspections & worksite hazard recommendations
- Safety resource library
- Cyber liability insurance
- Pay-go general liability insurance
- No year-end WC audit

BENEFITS
Flexible benefits options & administrative support

- National & regional health plans
- Online benefits enrollment through bswift
- AskEmma, AI-powered benefits assistant
- Level-funded health plan options
- Custom employer-sponsored health plan options
- Individual Coverage HRA (ICHRA)
- Benefits administration
- COBRA administration
- Dental & vision
- HSA/FSA/DCAP accounts
- Prescription discount plan
- Critical illness, accident & hospital indemnity coverage
- Health Advocate
- Infertility support
- 401(k) retirement plans
- Life insurance
- Short-term & long-term disability
- Pet insurance
- Identity theft protection
- Legal services
- Credit union memberships
- Employee discount program for events, concerts, etc.
- Employee Assistance Program (EAP)

CUSTOMER SUPPORT
White glove service & more

- Dedicated implementation/onboarding support
- Dedicated payroll coordinator
- Dedicated HR consultant (FrankAdvice)
- Dedicated account manager
- Unlimited phone & email access to HR consultant
- Monthly HR newsletter & compliance updates (FranklyHR)
- Customer resource library - coming soon
- Business resource guide by state
- Federal & state employment regulation alerts
- Spanish-speaking assistance
- U.S.-based customer service