



We are *the* smart solution for Human
Resource Management



WHO IS SAVIO HR?

For over 40 years, our team has helped organizations with employee retention, development and performance management.

Effectively managing the workforce takes a great amount of time, years of experience and extensive research capabilities.

With Savio HR, your organization will have the freedom to focus on your core business and rely on us for assistance with employee life-cycle management.

We are focused on delivering personalized service using state-of-the art technology. It's our job to make every aspect of the customer experience exceptional.

Savio HR total solution provides HR, On-Premise HR consulting, Pre-employment Solutions (recruitment and onboarding, etc.) and Unemployment Cost Management.

HUMAN RESOURCE ASSISTANCE

On call HR assistance

Guidance that leads to more confident HR and management staff

Reduced HR legal risks

Assistance with FMLA, FLSA, Compensation and EEOC best practices

Best practice surveys

Assistance with Handbooks and Policy & Procedure Development

Assistance with Job Description



savio
HR Solutions

JOB SEPARATIONS & UI ISSUES



➤ Discharge

- Follow employment policies
- Set expectations for employees
- Address disciplinary issues timely
- Fully investigate issues
- Document disciplinary actions
- Timely Terminate – time lapse between final incident and termination can result in claim payment
- Properly document termination
- Timely respond to MDES requests

MISCONDUCT DEFINED



1. Failure to obey an employer's work rules, supervisor's orders, and policies
2. Excessive absenteeism and tardiness; failure to report or call in to work for three consecutive days
3. Failing to perform the job
4. Committing a dishonest or criminal act (stealing, falsifying time records)
5. Threatening behavior, fighting or aggressive actions, bullying, intimidation
6. Carelessness or negligence of such degree or recurrence as to demonstrate wrongful intent.

Job Separations & UI Issues



➤ Voluntary Quit

- Most common VQ reasons
 - Personal reasons
 - Relocation
 - Transportation
 - Family responsibility
- Can be paid if quit with “Good Cause”
 - Illness
 - Workplace harassment
 - Hostile environment
- Always request written resignation
- Importance of resignation notice period

UNEMPLOYMENT INSURANCE SUPPORT

Business Established in 1977

Represent 200+ businesses in 38 states employing 45,000+ employees

Program provides UI Claims Management, UI Hearing Preparation & Representation, Management Reports, and much more

Staff has over 100 years combined HR / UI experience

- Two staff members have a combined 30 + years experience with Mississippi Department of Employment Security (MDES)

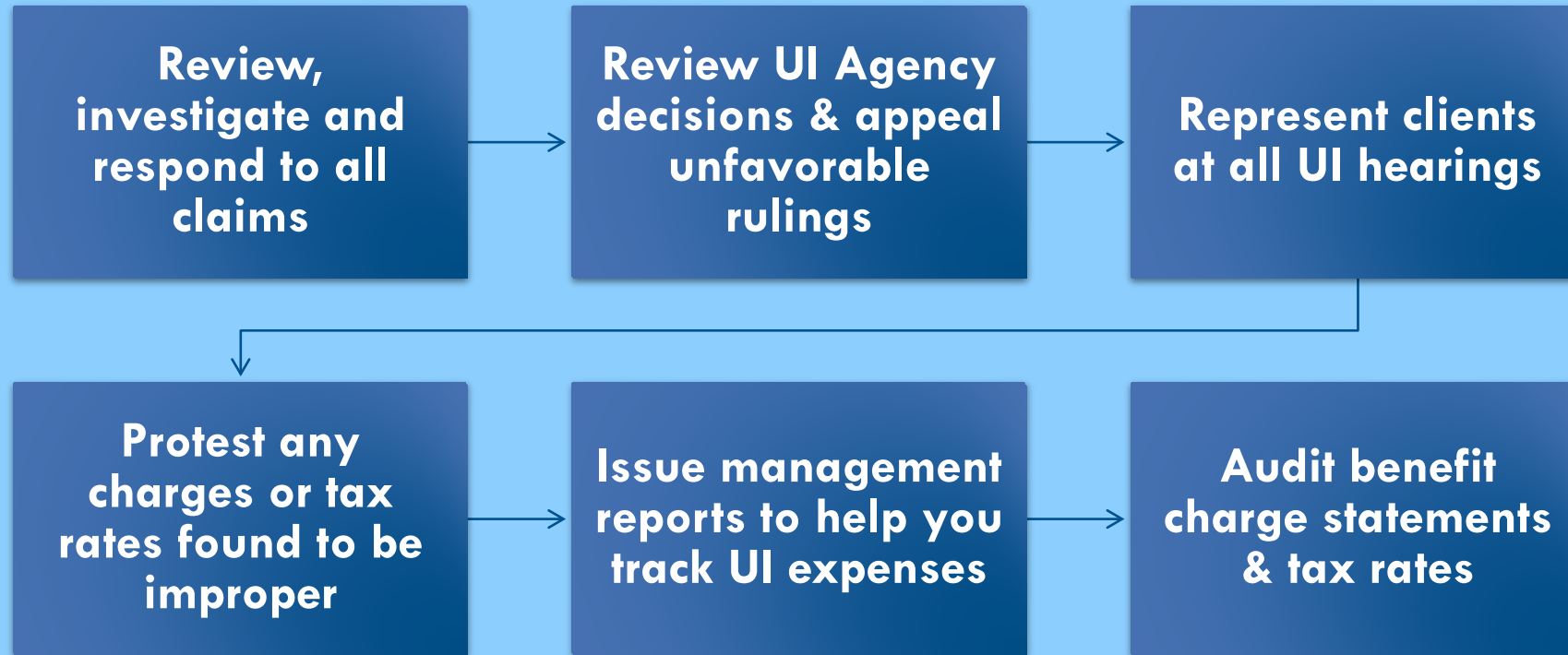
In 2019, Processed 2,287 UI Claims

- Potential Liability of \$7,364,879
- Actual Paid \$758,186
- Client Savings \$6,606,683
- Represented Clients in 128 UI Hearings; Won 119 (93.3% win rate)
 - Average win rate for Mississippi employers was 65.5% and 62.3% for US employers

▪ In 2020 Claims, Charges, and Savings data not used because of abnormal claims load

▪ In 2021 Processed 4,482 UI Claims

- Potential Liability of \$29,067,762 *
- Actual Paid \$842,559
- Client Savings \$28,256,203**
- Represented Clients in 201 UI hearings, Won 189 cases (94.03%)
 - Average win rate for US employers was 62.3%
 - *High claims liability attributable to COVID-19 shutdowns and layoffs
 - **Client Savings amount also aided by state governments waiving claims charges



UI CLAIMS MANAGEMENT

PROTECT YOUR TAX RATE

Implement good employment practices and policies

Train supervisors and employees

Maintain good employee records

Proactively avoid layoffs

Terminate employees timely and according to your policies

Respond timely to all UI Forms from MDES or other state UI agency

Protest charges you believe are incorrect

Prepare if required to go to UI hearing

Tax Rates



2022 MS unemployment tax is payable on the first \$14,000 paid to each employee during the calendar year

Examples:

Minimum Tax Rate - $.20\% \times \$14,000 = \28.00

Mid Range Tax Rate - $1.5\% \times \$14,000 = \210.00

Maximum Tax Rate - $5.6\% \times \$14,000 = \784.00

OUR TEAM



Curnis Upkins, Jr - EVP

- 40 years HR & UI experience
- Administrative Law Judge
- Human Resources Director
- State Industry Workforce Lead
- Human Resources Certifications – SHRM-SCP, SPHR, & CHHR

Jim Martin - Director

- 34 years HR & UI experience
- Supervising Claims Interviewer
- UI Tax Specialist
- Assistant Chief of UI Benefits

Tammy Brown – HR/UI Coordinator

- 21 years HR & UI experience
- Human Resources Manager
- Employee Relations Specialist
- FMLA Lead Responsibilities
- UI Hearing Representative

Lashunda McLaurin – HR/UI Generalist

- 10 years HR experience
- Employee Relations
- Payroll, Benefits
- Workers Compensation
- FMLA Representative

Corbin Spencer - HR and UI Office Assistant

- 3 years HR & UI experience
- Human Resources Compensation
- Employee Handbooks
- Salary Surveys
- UI Client Management and State TPA Registration

CONTACT INFO

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Tammy Brown (Coordinator): tbrown@saviosmart.com

Lashunda McLaurin (Generalist) lmclaurin@saviosmart.com

Corbin Spencer (Assistant): cspencer@mhanet.org

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We are the SMART HR Solution.

The logo for Savio HR Solutions, featuring the word "savio" in a bold, lowercase, sans-serif font with a blue-to-teal gradient. Below it, the words "HR Solutions" are written in a smaller, black, uppercase, sans-serif font.

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QUESTIONS?

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