

# THE MyWAVE PORTAL TOOLBOX

When it comes to meeting all of your compliance, HR and risk management needs, we understand the administrative burden businesses like yours face. To stay ahead of legislative deadlines and access timely information on the latest industry trends, organizations of all sizes face an uphill battle without the proper tools. That's where the MyWave® Portal Toolbox can help. This resource helps you fulfill your unique HR and risk management duties. With the applications found in the Toolbox, you can generate total compensation statements in minutes, leverage sample job descriptions and much more. Better still, these low-maintenance solutions are available 24/7, connecting you to services that can streamline your business and make your life that much easier—all with just a click of a button.

## ACA Reporting

Using the Toolbox, you can generate Forms 1094/1095 simply by importing your completed workbooks. You can even print your forms and file with the IRS or distribute to your employees—streamlining ACA compliance in three simple steps.

## Custom Job Description Builder

Job descriptions are such an important tool for your employees, but developing them can be stressful. The Custom Job Description Builder helps you make the most complete job descriptions so your employees can achieve their true potential, which ultimately contributes to the success of your business.

## COBRA Notices Generator

Satisfying your COBRA notice obligations does not have to be challenging. In three easy steps, create all six required COBRA notices.

## Employee Cost Calculator

Get a complete picture of the true cost when hiring new employees. From compensation and benefits to recruiting, training, office equipment and other costs, this easy-to-use calculator accounts for those typical expenses you may not necessarily think about when hiring a new employee.

## Compliance Notice Builder

Produce custom benefits notices your company, saving hours of time and effort. When laws or corporate circumstances change, simply update the information and generate a new notice instantly. With Compliance Notice Builder, you'll have the notices you need in minutes, plus distribution guidelines.

## Federal Poster Advisor

Whether your company is small or large, the U.S. Department of Labor (DOL) requires you to display a number of different posters in the workplace. Identify the required posters by using the Poster Advisor to generate a list of federal laws administered by the DOL, along with links to download printable posters.

## FMLA Advisor

Understand your rights and responsibilities under the federal Family and Medical Leave Act (FMLA). The FMLA Advisor can assist in understanding notice requirements, valid reasons to leave, which employers are required to provide FMLA leave, which employees are eligible to take FMLA leave and more.



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## OSHA Log

A turnkey solution that helps you track incidents, generate OSHA mandated reports and create forms—all in a secure, cloud-based environment with 24/7 access.



## Interview Question Builder

Choose from over 400 pre-developed behavioral interview questions in 49 categories to create a ready-to-use interview guide in just a few minutes. This will ensure that you are asking the right interview questions, as these are key to evaluating whether a candidate has the knowledge, skills and qualities necessary to become a successful employee.



## Health Plan Compliance Calendar

Just by answering a few questions about your health care plan, you can generate your own customized compliance calendar. Featuring a rolling list of federal compliance dates, monthly reminders and supplementary resources, you will have everything you need to remain informed, meet upcoming deadlines and generate the applicable notices.



## Multi-state Law Comparison Tool

This tool is a convenient way for you to view and download labor laws in different states. If you have locations in multiple states, you may be concerned about which state labor laws apply to your business. This easy-to-use resource will generate side-by-side charts to compare and contrast state laws.



## HR Self-assessment

Analyze your human resource competencies to ensure you are creating an environment for employees to thrive. Employers can assess their HR management practices, employee relations, recruiting process, training and development process, and more. Once a module is completed, explanations will be provided to highlight where improvements can be made.



## Performance Review Builder

Performance reviews are such an important tool for motivating employees and increasing their contributions to your business, but the process can be stressful. This tool generates performance appraisals based on an employee's occupation, which can be customized with ratings and comments to describe performance issues. The customizable action plan will then help the employee improve their performance, so they can achieve their true potential while at the same time contribute to the success of your business.



## Sample Job Descriptions

A well-written job description is one of the main ways to connect qualified applicants to positions at your organization. Using sample job descriptions, you can effectively and accurately highlight an employment opportunity to potential candidates.

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## Total Compensation Statement Builder

It's easy for employees to think of total compensation simply in terms of salary, but it's so much more than that. This step-by-step tool generates a total compensation statement in minutes, which, in turn, helps you educate employees on the value of their benefits. Total compensation statements not only boost the morale of your employees, but they can also be a powerful retention tool.



## Employee Handbook Builder

Create and communicate your organization's HR policies and procedures quickly and conveniently. Generate custom employee handbooks, branded to any organization, by simply answering a few quick questions. State and federal content is available along with the ability to upload any custom content.



## Salary Benchmarking Tool

Using this tool, you can search compensation and pay structure reports either annually or by the hour. What's more, salary benchmarking survey information can be viewed and compared nationally, by state or within a state (narrowed by region or metro area). You will have access to salary data on over 800 job positions right at your fingertips.



**Want more information? Contact us today!**

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