PROXUS
managing the business of employment℠

Newsletter

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LEGISLATIVE ALERT:

State Governments Cracking Down on Misclassification of Employees

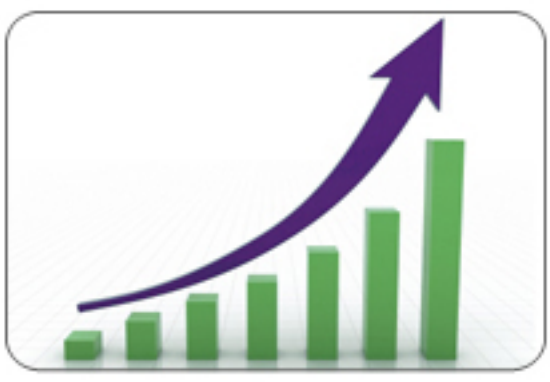
In these difficult economic times, states are realizing that significant tax revenue is lost each year when employers misclassify their workers as independent contractors, rather than as employees.

New Jersey has legislation which addresses improper classification, and if ruled in violation, criminal sanctions, administrative penalties, and possible debarments from public contracts could result.

Click here to review the guidelines provided by the IRS to determine if a worker should be classified as an employee or as an independent contractor. The courts have considered many facts in deciding the appropriate classification, and these relevant facts fall into three main categories: **behavioral control, financial control, and relationship of the parties**. It is important to consider all of the facts, as no single fact will provide the answer. Read more...

PROXUS Partners with Emerson Personnel Group to Develop HIRE RIGHT SOLUTIONS

New Services to Assist with Increasing Employment Challenges



U.S. Unemployment at 25-Year High

PROXUS, in partnership with Emerson Personnel Group, Cherry Hill, NJ, has developed a suite of services called HIRE RIGHT SOLUTIONS designed to assist companies with the challenge of finding the right candidate for each position. The unemployment rate during the past several months has risen to one of the highest levels our country has seen in 25 years. This unprecedented level of unemployment has resulted in more applicants for each job opening, which can often have a negative impact on the hiring process. As human resource professionals, hiring managers and small business owners become inundated with resumes, the length of time to fill key positions increases. Read more...

PROXUS Client Sounds Off!

"I wanted to extend to you our appreciation for the internal salary assessment PROXUS recently conducted for RFB&D. This is the third time we have come to you and your staff for your expertise (originally as Grannat, HR) and as was the case with the past two efforts, the outcome was a thorough evaluation of our compensation grades and ranges and very thoughtful recommendations based on our internal policies. Your compensation specialists conducted an extensive evaluation of our position descriptions, listened to the issues unique to our organization, applied the appropriate context and provided the final reports within our originally-stated timeframes. All of this resulted in a very positive experience and a product in which we had total confidence."

RFB&D
learning through listening

Leslie Weinrib
Vice President, Human Resource Development
RFB&D

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