



# SOLEX HRC NEWSLETTER

PERSONALIZED, SEAMLESS, PROFESSIONAL

We put the "Human" in Human Resources | (781) 365-9610

EDITION 11  
MAY 2025

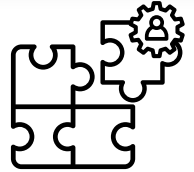


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## SOLEX HRC CONSULTING SERVICES



Solex HRC recognizes that managing your employees and growing your business requires a significant amount of time and effort! Many growing businesses do not have an HR professional, or if they do, they are overburdened with compliance tasks and operational projects. Solex HRC can help!

By partnering with Solex HRC, you will have a dedicated HR Consultant that meets with you regularly to stay on top of important tasks, compliance items, and employee relation issues. We take the time to meet with you and to understand your business so we can efficiently manage your workforce. Our intention is to keep your employees happy so you can focus on growing your business.

## HR Highlight of the Month ZOOP Benefits

We know that providing benefits to employees can be a real challenge for employers. We have the perfect solution!

Let's consider ZOOP Benefits. Zoop is a zero out of pocket benefit plan that is FREE for employers and employees.



If you already offer benefits, Zoop offers a groundbreaking approach to employee benefits, providing a comprehensive and affordable solution that leverages technology and innovative strategies. Our platform acts as an "umbrella" over existing health insurance plans, offering supplemental coverage and valuable resources to employees and their families.

If you do NOT offer benefits, Zoop offers key features and benefits to employees at no cost to the employer by leveraging a payroll tax credit. Zoop plans meet the Affordable Care Act's requirements for minimum essential coverage.

**Reach out to Kathrine Lindsey for more information!**  
([klindsey@solexhrc.com](mailto:klindsey@solexhrc.com))

## WEBINAR CALENDAR

\* ALL WEBINARS ARE FREE AND OPEN TO THE PUBLIC\*

**JUNE  
18TH**

HRC QUARTERLY WEBINAR  
TOPIC: FORM I-9 OVERVIEW  
6/18/2025 12:OOPM-1:00PM

**REGISTER NOW**

**SEPT  
17TH**

HRC QUARTERLY WEBINAR  
TOPIC: TBD  
9/17/2025 12:OOPM-1:00PM  
REGISTER: LINK COMING SOON

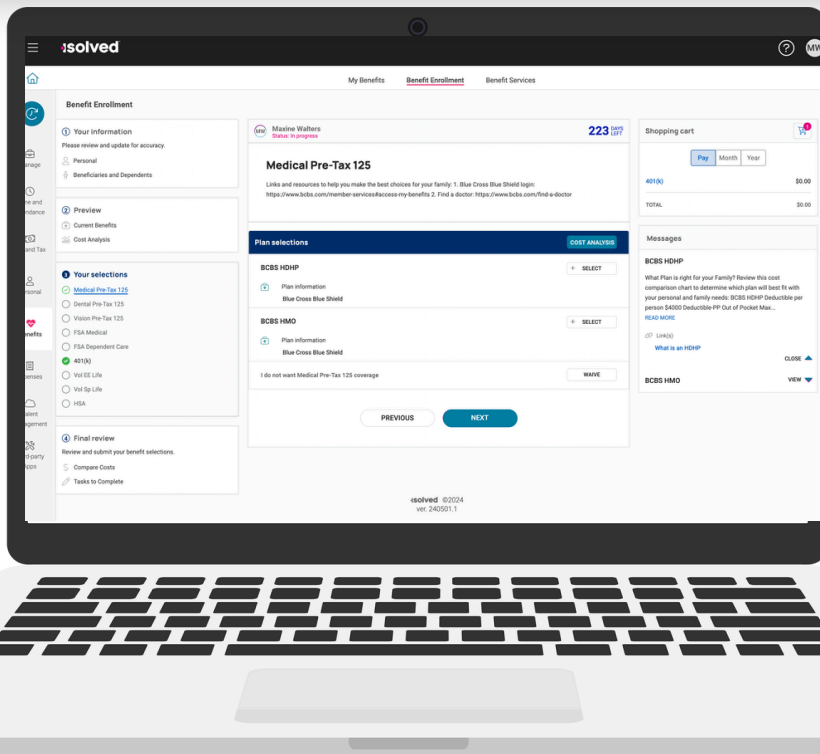




# SOLEX HUMAN CAPITAL MANAGEMENT TECHNOLOGY SPOTLIGHT



## BENEFIT ADMINISTRATION & ENROLLMENT



### THE POWER OF ISOLVED'S BENEFITS ADMINISTRATION & ENROLLMENT PLATFORM

Managing employee benefits is often one of the most complex and time-consuming tasks for HR teams. That's why companies are turning to smarter technology to simplify the process—and iSolved's Benefits Administration & Enrollment platform is leading the way.

**Ask your HR Consultant or Contact us today to schedule a demo or learn more about how iSolved can support your benefits administration goals.**

**Service@SolexHCM.com  
781-297-9300**



#### CENTRALIZED BENEFITS MANAGEMENT

Gone are the days of juggling spreadsheets, paper forms, and multiple vendor sites. iSolved centralizes all benefits-related information into one easy-to-navigate platform. From eligibility tracking to plan management, everything is in one place—reducing errors and saving valuable time.



#### STREAMLINED OPEN ENROLLMENT

Open enrollment can be stressful for HR and employees. iSolved makes it easier with an intuitive self-service portal that walks employees through their benefit options step-by-step. This guided experience helps reduce confusion, increase participation, and ensure that employees make informed choices.



#### REAL-TIME DATA INTEGRATION

iSolved integrates seamlessly with payroll and other HR functions, ensuring real-time updates and accurate deductions. No more delays or miscommunications between systems—what employees choose is what they get, when they expect it.



#### COMPLIANCE CONFIDENCE

With built-in ACA tracking, automated COBRA notifications, and audit-ready reporting, iSolved keeps you in compliance with the latest regulations. This reduces risk and offers peace of mind in a constantly changing legal landscape.



#### ENHANCED EMPLOYEE EXPERIENCE

A modern, mobile-friendly interface means employees can access and manage their benefits anytime, from anywhere. With decision support tools and side-by-side plan comparisons, employees are better equipped to make choices that fit their needs—and their wallets.



#### DATA-DRIVEN DECISIONS

iSolved's robust reporting tools give HR leaders the insights they need to monitor trends, manage costs, and plan strategically for the future. Empower your team to move from reactive to proactive benefits management.



# HR COMPLIANCE CORNER

## PAY EQUITY & TRANSPARENCY IN 2025 & NAVIGATING EXECUTIVE SALARY DISCLOSURE

By Emilee Hines, HRC Consultant

As of June 2025, pay equity and transparency have become central to U.S. workplace policies, driven by both legislative mandates and shifting employee expectations. New laws in states like Illinois, Minnesota, and New Jersey require employers to disclose salary ranges in job postings and promotional opportunities. These regulations aim to reduce wage disparities and promote fairness in hiring and advancement processes. Additionally, Massachusetts has implemented reporting requirements for larger employers to submit demographic and pay data, further enhancing transparency and accountability.

Despite the legal push, many organizations are still catching up. A 2025 survey by Mercer revealed that only 19% of U.S. companies have a formal pay transparency strategy in place. While 75% of employers acknowledge that candidates expect pay transparency, less than half have implemented standardized compensation disclosures internally. This gap highlights the need for companies to not only comply with legal requirements but also to foster a culture of openness and fairness to attract and retain talent.

In 2025, organizations are grappling with the complexities of disclosing high executive salaries in the context of increasing pay transparency laws. While these laws, such as those in California and New York, mandate disclosure of salary ranges for most roles, they often exempt top executives. However, public pressure and shareholder activism are pushing companies to disclose executive compensation more comprehensively. This shift is driven by demands for greater accountability and alignment between executive pay and company performance. Organizations are responding by voluntarily publishing detailed compensation reports and adopting more transparent pay practices to maintain trust and mitigate reputational risks.

Despite these efforts, challenges persist. Companies must balance transparency with privacy concerns and competitive advantage. Over-disclosure can lead to internal dissatisfaction and external scrutiny, especially if executive pay appears disproportionate to employee wages. To navigate this delicate balance, organizations are increasingly engaging in stakeholder dialogues, conducting internal equity audits, and aligning executive compensation with long-term company goals and values. This approach aims to foster a culture of fairness and accountability while maintaining the flexibility needed to attract and retain top leadership talent.

## THE CRITICAL ROLE OF HR IN VERIFICATION OF INCOME (VOI)

By Eileen Messier, HRC Practice Manager

In today's data-driven business environment, Human Resources professionals play a pivotal role not just in employee support but in maintaining the integrity of key financial and employment documentation—one of which is the Verification of Income (VOI)

### 🔍 What is a VOI?

A Verification of Income is a document often requested by third parties—such as mortgage lenders, landlords, financial institutions, or government agencies—to confirm an employee's salary, position, and employment status. This information is crucial in helping employees qualify for loans, housing, benefits, or other personal financial obligations.

### ✅ Why Accurate Completion is Essential

When HR completes a VOI form, they are certifying critical data that will be used to make high-stakes decisions. Inaccurate or incomplete VOIs can:

- ✗ Delay loan or lease approvals
- ✗ Cause an employee to be denied for benefits or financing
- ✗ Lead to compliance issues if misinformation is provided
- ✗ Damage the organization's reputation for reliability and professionalism

Even a small error—such as misstating the base salary, omitting bonus or overtime details, or misreporting job status—can have major ripple effects.

### ⚠️ Common Mistakes to Avoid

- Using outdated salary data
- Failing to include variable pay components (e.g., bonuses, commissions)
- Incorrect job titles or employment status (full-time vs. part-time)
- Omitting HR signature or verification contact details

### 🛡️ Best Practices

To protect both the employee and the organization:

- Always verify employment records before completing a VOI.
- Use standardized templates approved by legal or compliance teams.
- Ensure only authorized HR personnel complete and sign off on VOIs.
- Double-check all data for accuracy and completeness.
- Keep a record of all submitted VOIs for audit or verification purposes.

### 💡 Supporting Employees Through Accuracy

When VOIs are handled with care, HR becomes a trusted partner in employees' personal and professional lives. Timely and accurate VOI submissions empower team members to take important steps—whether that's buying a home, securing childcare assistance, or getting a much-needed loan.