

It's been a busy first quarter for us here at ECB Services. We've been working hard for you! More than ever, we're determined to prove our commitment to excellence in service, and make employing as easy as possible!

## In This Issue

### SAFETY CORNER

### CLIENT SPOTLIGHT

### INDUSTRY UPDATES

### HR TOOLBOX TIPS

### \$250 Bonus Referral Program!

### VISA Payroll Debit Cards

### Available - NO FEE!

As most of you know, we've rolled out the new **Human Resources Information System** - Phase 1 is almost complete, and we're really excited to introduce you to the full capabilities of the system as we implement the next phase in the coming months.

In addition to the new HR & payroll system, we're now providing **MORE BENEFITS!** ECB Services offers **NO-COST life insurance** to all employees working just 10+ hours a week. We're also protecting you, our Clients, with **Financial Assurance** of more than **\$15M**; and assembling more detailed and customizable employee handbooks.

Finally, look for this quarterly newsletter! Besides, keeping in touch to share our news and service updates, we hope it helps keep you informed on matters that affect your operations. Whether you've been with us for years or you are freshly onboard - you'll see just how important your business is to our team at ECB Services.

## SAFETY CORNER



### SAFE LIFTING TECHNIQUES

#### Proper Posture = Healthy Back

Lifting is strenuous- it requires proper training and technique. By lifting with your large, strong leg muscles instead of the small muscles of the back, you can prevent back injuries and reduce low back pain.

Five Steps to Follow When Lifting an Object:

1. **GET CLOSE TO THE LOAD.** Get as close to the load as possible-as if you're hugging the object. Having the object close to your body put less force on your low back.
2. **MAINTAIN YOUR CURVES.** Keep yourself in an upright position while squatting to pick up
3. **TIGHTEN YOUR STOMACH MUSCLES.** Tightening the stomach helps support the spine. Don't hold your breath while tightening the muscles.
4. **LIFT WITH YOUR LEGS.** Your legs are the strongest muscles in your body- so use them.
5. **PIVOT AND DON'T TWIST.**

## RECENT NEWS & INDUSTRY UPDATES

### More Financial Assurance for ECB Clients

ECB Services, Inc. has recently achieved accreditation through the Employer Services Assurance Corporation (ESAC). Only 20% of Professional Employer Organizations (PEOs) in the USA have earned this distinction.

[READ MORE ABOUT ECB'S NATIONAL DISTINCTION HERE](#)



### Small Business Efficiency Act and Your Business

Congress officially passed the Small Business Efficiency Act (SBEA), which will become effective on January 1, 2016. This is big news for ECB Services and the Professional Employer Organization (PEO) world. The passage of the SBEA provides considerable advantages for business owners. While formally and clearly transferring the burden of tax liability from small and midsize businesses that contract with certified PEOs, the liabilities and fears of navigating through complex tax codes is eliminated for our clients. [LEARN MORE ABOUT THE SBEA...](#)

## ECB HR TOOLBOX TIP!

### Custom Employee Handbooks now Available!

Protect your business with ECB Services technology. Essential to a strong employee relations program, the Employee Handbook serves as a powerful communication tool between you and your employees.

Well-written, up to date employment policies and procedures set forth workplace expectations and serve as additional protection against employment claims by outlining and complying with Federal and State Labor and Employment Laws.

Have you customized your Employee Handbook yet?

[CONTACT US TODAY FOR MORE INFORMATION!](#)

## \$250 BONUS REFERRAL PROGRAM!

Refer a friend to ECB Service and receive a **\$250 referral bonus** when they sign up with ECB - Just ask them the three questions:

Turn with your feet, not your back. It isn't built for twisting from side to side.



1. Do their employees get free life insurance?
2. Do they operate with state of the art HR & payroll technology?
3. Are they covered with a \$15,000,000 bond?

If they answer no to any of these questions, they need ECB's help!

CONTACT CHIP WITH YOUR REFERRAL'S CONTACT INFORMATION TODAY! [CHIPWOOD@ECBSERVICE.COM](mailto:CHIPWOOD@ECBSERVICE.COM)

## Client Spotlight



Congratulations to Vicki Marino, President of **Kenmar General Contracting, LLC!** She has been awarded a contract to replace windows in homes around the Houston Hobby Airport under a Federal Grant Program. She has completed the Buffalo International Airport area homes project and is now heading to Houston from the home office in Key West, FL. Kenmar does government contracts at the highest level. Their focus is on design, quality and safety.

## VISA Payroll Debit Cards Available to all Employees



We are now offering all employees the convenience of a VISA Debit Card for all payroll deposits. This VISA card is the property of the employee and can be conveniently reloaded with other direct deposits such as IRS Refunds, Government Benefits, etc. Some other benefits:

- Money is INSTANTLY on your card the day of payday, no need to go to check cashing locations.
- UNLIMITED sale purchases were VISA is accepted including "cash back" for no fees.
- CHECK BALANCE over the phone with automated system or by logging in online.
- PAY BILLS and MAKE PURCHASES online.
- Order VISA card with employee's name on it - NO FEE. Receive in 7 to 10 business days.

Our VISA Payroll Debit Card program is a huge success with our employees - they love the convenience and no worries about receiving their monies.

**[EMAIL KIM TO REQUEST YOURS TODAY!](#)**