

Managing FMLA and Leave isn't for the absent-minded. With Reliance Standard's LeaveManager® program, you have the expertise and support you need to juggle it all.

RSL LeaveManager®



RSL LeaveManager provides companies with 50 to 2,000 lives a web-based system to record, administer and report types of employee absences, whether government mandated or employer authorized. RSL LeaveManager allows companies to remain compliant within complicated state and federal FMLA and leave administration regulations. RSL LeaveManager is only available as an added value feature with our Long Term Disability coverage.

Features:

- ▶ Web Based Application
- ▶ Federal FMLA Administration including continuous, intermittent, and reduced scheduled leaves
- ▶ Comprehensive Audit Trails
- ▶ Medical certification processing
- ▶ Automated and manual generation of paperwork
- ▶ Return to work management

Benefits:

- ▶ Reduce leave and absence administrative time
- ▶ Improve productivity by limiting FMLA usage to only those employees who have legitimate qualifying absences
- ▶ Reduce costs due to unscheduled absences
- ▶ Help maintain compliance with Federal FMLA and DOL wage and hour regulations

Blue ribbon pedigree

Reliance Standard didn't see a market need and fill it by creating LeaveManager. It solved a market need with industry leading absence management programs, then streamlined our robust software platform to make it easy, relevant and affordable for the middle market. How do you know RSL LeaveManager works? Because we developed it for us.

Top 5 problems you can solve with LeaveManager

1. State leave laws are changing all the time.

LeaveManager is web-deployed so each change to federal and statutory programs is captured and accommodated in the background: so you don't have to change your forms or process. It's all done for you.

2. My workforce is scattered across several states.

Along with up-to-the-moment FMLA requirements, LeaveManager calculates state leave program eligibility in all 50 states and shows all programs relevant to the request (even new state paid leave!).

3. Too risky – we just approve and try and keep track of it all.

No rulebook is worse than multiple rulebooks. It's costly and bad management practice. LeaveManager tells you what the law requires, but enables you to administer leaves according to your company culture.

4. Everything has to be documented multiple times for multiple programs.

With almost no learning curve, LeaveManager pre-populates forms and correspondence and maintains a full audit trail for each leave.

5. I think we're at risk...

Don't wait until you have a claim or lawsuit. Safeguard with LeaveManager.

Costly mistakes

Hurley v. Kent of Naples, Inc (January, 2013)

Employee Hurley was fired after requesting leave under FMLA. He sued, claiming interference with his FMLA leave rights. He was awarded damages of over \$750,000. ***The employer's total cost, with attorneys' fees and costs for both sides, exceeded \$1.2 million.***

Cause: Line supervisor made a judgement call.

Lesson: Take supervisors out of harm's way and give everyone the same playbook to work from.

What are you using?

Spreadsheets are nice for keeping track of things – but they won't help you make better decisions.

Time and attendance systems help you pay people properly, but they don't know anything about leave laws.

High priced legal and management counsel is...well, high priced.

LeaveManager helps you ensure compliance with federal and statutory leave laws and requirements in all 50 states, plus cuts administrative time by as much as 60%.

How it's priced

RSL LeaveManager is an optional feature of our Long Term Disability contract. That means you can help your employees protect their paycheck in the event of illness or injury; and help protect your bottom line from financial risk related to employee leave.

What now?

Ask your broker about Reliance Standard Life and RSL LeaveManager.

RSL LeaveManager is a product of Absentys, LLC, based in Chattanooga, TN, and is made available to Reliance Standard Long Term Disability policyholders as an added service.

Insurance products and services are provided through Reliance Standard Life Insurance Company in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, home office: New York, NY. Product availability and features may vary by state.

For more information or to locate a sales/service office near you, visit www.reliancestandard.com.