HRTorQue Reporter
September 2026

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Should you need any further information on these topics, please contact us at info@hrtorque.co.za.

1. Take the pain out of equity

Author: Jonty Aitken

Managing employment equity shouldn't feel like a constant scramble – committee nominations here, training records there, a compliance deadline looming somewhere in between. HRTorQue's Equity Manager brings the entire process into one platform, so you can spend less time chasing paperwork and more time driving real transformation.

1. Run your equity committee, end to end

Equity Manager handles the operational backbone of your committee:

- Nominations: Manage the nomination and appointment of equity committee members in one place
- Training: Track and coordinate training for committee members, so everyone is equipped to fulfil their role
- Meetings: Plan meetings and capture minutes, keeping a clear, organised record of committee activity

2. Stay compliant, without the stress

Paired with HRTorQue's Equity Planner, Equity Manager also takes care of the compliance side of the process:

- Build your equity plan with guided, structured planning tools
- Monitor performance against your plan in real time
- Revise the plan as circumstances change

- Analyse and manage divergences between planned and actual outcomes
- Populate your EEA2 and EEA4 reports, ready for submission

3. One platform, full control

And if even this sounds like too much work, then let our consultants manage the entire process for you.

From committee governance to regulatory reporting, HRT's Equity Manager gives you a single, reliable system for managing your entire equity process – accurately, efficiently, and with far less administrative burden.

Take the pain out of equity. Contact us today on info@hrtorque.co.za.

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2. Employers Beware: Not All Short-Time Arrangements Qualify for UIF

Author: Nicky Hardwick

When an employer is considering implementing short time or reduced working hours in South Africa, it's important to understand that UIF does not automatically compensate employees for the reduction in income. Employees may be able to submit a Reduced Work Time claim through the Unemployment Insurance Fund (UIF), but payment is not guaranteed. UIF applies its own calculation to determine whether an employee qualifies and what amount, if any, may be payable.

Does UIF automatically pay when employees go onto short time?

The short answer is no.

According to the UIF Reduced Work Time fact sheet, these benefits are treated as a top-up to the employee's UIF benefit amount rather than a replacement for lost earnings. The fact sheet explains that if an employee's daily income from continued employment is higher than their calculated UIF benefit amount, the Reduced Work Time claim may be rejected. This is one of the most important points employers should understand before introducing short time.

What is the UIF income threshold for Reduced Work Time claims?

Using the UIF example in the fact sheet, where an employee earns at or above the current UIF earnings ceiling of R17,712 per month, the calculated daily benefit is approximately R221.28 per day, which equates to around R6,729.60 per month. This means that if an employee continues earning more than approximately R6,729.60 per month after short time is implemented, their Reduced Work Time claim may be rejected, even though they have experienced a reduction in income.

As an example, consider an employee who normally earns R17,712 or more per month. If short time reduces their salary to R8,000 per month, they may reasonably expect UIF to help because they are earning less than before. However, because their continued income of R8,000 is still higher than the approximate UIF benefit amount of R6,729.60, the claim may be rejected under the current UIF calculation. This often comes as a surprise, as many people assume that any loss of income automatically qualifies for UIF support.

How should employers communicate short time and UIF to employees?

Before implementing short time, employers should be careful not to create the expectation that UIF will definitely pay. The safest approach is to explain that employees may submit a Reduced Work Time claim, but that UIF alone decides whether the claim qualifies based on its own calculation. A clear written communication should include the following points:

- The company is considering or implementing short time due to operational requirements
- Employees may submit a Reduced Work Time claim to UIF where applicable
- UIF payment is not guaranteed
- UIF will compare the employee's continued income with the calculated UIF benefit amount
- If the employee's income after short time remains higher than the UIF benefit amount, the claim may be rejected
- The final decision on payment rests with UIF

Should employers provide employees with a UIF threshold estimate?

Where appropriate, employers should consider giving employees an estimated indication of the current UIF threshold. Using the present UIF example of approximately R6,729.60 per month for employees earning at or above the UIF earnings ceiling helps employees understand that a reduction in salary does not automatically result in a UIF payout. Providing this context can help employees make informed financial decisions and avoid misunderstandings during the consultation process.

Key takeaway for employers

Before implementing short time, employers should ensure there has been proper consultation and that employees receive clear written communication about how UIF Reduced Work Time claims work.
The most important message is that UIF may not provide financial relief simply because an employee's salary has been reduced. Where an employee continues earning above the calculated UIF benefit threshold, the claim may be rejected. Setting realistic expectations from the outset helps prevent confusion, protects the employer during the consultation process, and ensures employees understand that the final decision on any Reduced Work Time payment rests with UIF.

Our team of labour experts are on hand to assist with any UIF-related queries you may have. Email us on info@hrtorque.co.za and we'd be happy to help.

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3. SARS Penalties: What Happens When You File Your Tax Returns Late?

Author: Dave Beattie

The South African Revenue Service (SARS) has warned taxpayers that failing to submit an income tax return on time can result in significant administrative penalties, with the highest-income taxpayers facing penalties of up to R16,000 per month.

The warning is particularly important because these are not once-off penalties. SARS can impose the penalty for every month that a tax return remains outstanding, subject to the applicable limits, meaning the cost can escalate quickly.

How much can SARS charge for a late tax return?

The monthly penalty depends on the taxpayer's taxable income. It starts at R250 per month for taxpayers with an assessed loss or lower taxable income and increases across the various income brackets to a maximum of R16,000 per month for taxpayers in the highest taxable income bracket.

How much could these penalties add up to?

Where SARS has the taxpayer's correct address, administrative penalties can continue for up to 35 months. This means:

- A taxpayer facing the maximum R16,000 monthly penalty could accumulate up to R560,000 in administrative penalties
- A taxpayer subject to a R250 monthly penalty could pay up to R8,750 over 35 months
- A R500 monthly penalty could reach R17,500 if the return remains outstanding

These figures illustrate how even a relatively small monthly penalty can become a substantial financial liability over time.

Are administrative penalties the only cost?

No. Administrative penalties are separate from other tax consequences. Understatement penalties may apply where income is not fully declared or deductions are incorrectly claimed. Depending on the circumstances, these penalties can range from 10% to 200% of the tax shortfall. SARS also charges interest on outstanding tax debts, which is currently 10.25% per year, further increasing the overall cost of unresolved tax liabilities.

What should taxpayers do if they missed the deadline?

Taxpayers with outstanding tax returns or existing penalties should take steps to regularise their tax affairs as soon as possible. Depending on their circumstances, they may be able to:

- Apply for remission of an administrative penalty where there is a valid reason for missing the deadline
- Request a deferred payment arrangement or instalment plan if they cannot immediately settle the amount due

The recurring nature of SARS's late submission penalties makes timely tax compliance essential. Every month an income tax return remains outstanding can increase the financial consequences, particularly for higher-income taxpayers. Addressing outstanding tax returns as early as possible can help prevent relatively modest monthly penalties from becoming significant long-term liabilities.

For any tax-related query, contact us at info@hrtorque.co.za.

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4. Is Your Workplace Discipline Fair? The Risks of Inconsistent Disciplinary Action

Author: Vishanya Deeplall

"We treat all our employees fairly."

A statement frequently made by employers, but what does fairness actually mean when it comes to workplace discipline? Does fairness mean every employee who commits the same offence must receive exactly the same sanction? South African labour law makes it clear that consistency is a key element of disciplinary fairness, but consistency is not the same as identical treatment.

What does South African labour law require?

The Labour Relations Act 66 of 1995 (LRA), together with the Code of Good Practice: Dismissal in Schedule 8, requires employers to approach disciplinary matters fairly.

When dealing with misconduct, Item 7 of Schedule 8 requires employers to consider:

- Whether the employee contravened a valid and reasonable workplace rule
- Whether the employee knew, or could reasonably have been expected to know, the rule
- Whether the rule has been applied consistently
- Whether dismissal is an appropriate sanction in the circumstances

This raises an important question. Are disciplinary rules being applied consistently across the organisation, or does the outcome depend on which manager handles the case?

Does consistency mean identical disciplinary outcomes?

Not necessarily. Imagine two employees commit substantially the same misconduct. One receives a written warning, while the other is dismissed. If there are no meaningful differences between the two cases, the employer may struggle to justify why the outcomes were so different.

The Labour Appeal Court addressed this issue in SACCAWU & Others v Irvin & Johnson Ltd (1999), confirming that consistency is an element of disciplinary fairness and that employees should generally be measured against the same standards. However, the Court also recognised an important principle: consistency does not require every employee to receive exactly the same sanction. Each case must still be assessed on its own facts. This distinction is critical.

When are different sanctions justified?

Fairness does not necessarily mean identical treatment. It means any difference in treatment should be objectively justifiable. For example, two employees may commit the same offence, but relevant factors to consider could include:

- A previous disciplinary record
- Length of service
- Level of responsibility
- The seriousness of the misconduct
- The circumstances surrounding the incident
- The impact of the employee's conduct

These factors can legitimately influence the appropriate sanction. The Labour Appeal Court reinforced this approach in Cape Town City Council v Masitho & Others (2000), recognising that employees involved in similar misconduct should generally receive similar treatment unless material differences justify a different outcome.

Why inconsistent discipline creates legal and workplace risks

The real danger is not simply different outcomes – rather, it's unexplained or selective discipline. When employees see similar misconduct producing very different consequences, they may conclude that:

- Certain employees receive preferential treatment
- Managers apply rules based on personal preference
- Relationships influence disciplinary decisions
- The process is unfair rather than objective

These perceptions can damage trust, undermine workplace morale, and increase the risk of grievances, CCMA disputes, and unfair dismissal claims.

How HR can promote disciplinary consistency

HR's role extends far beyond drafting charges or arranging disciplinary hearings. A strong HR function helps organisations by:

- Identifying patterns in disciplinary decisions
- Training managers on disciplinary procedures
- Maintaining records of previous disciplinary outcomes
- Encouraging decision-makers to consider comparable cases before imposing serious sanctions
- Ensuring sanctions can be properly justified where circumstances differ

Importantly, consistency does not require employers to repeat past mistakes. As recognised in SACCAWU v Irvin & Johnson, an employer is not obliged to perpetuate an incorrect or overly lenient decision simply because it happened before. What matters is that disciplinary decisions are made honestly, rationally, fairly, and without arbitrary or discriminatory motives.

The question every employer should ask

Ultimately, workplace discipline is not simply about punishment. It's about maintaining workplace standards while ensuring employees are treated fairly and consistently.

Instead of asking: *"Do we have a disciplinary policy?"*, employers should ask: *"Are we applying that policy fairly and consistently?"*

Employees do not expect every disciplinary matter to end with the same sanction, but they do expect the rules to apply fairly. South African courts have repeatedly recognised that consistency is an important element of disciplinary fairness and that selective or arbitrary discipline can create a perception of bias.

Perhaps the most important question for HR therefore is not: *"Did we discipline the employee?"* but rather: *"Would we have made the same decision if this were a different employee?"* If the answer is no, it may be time to look beyond the disciplinary charge and examine the fairness of the process itself. Because workplace discipline should not simply enforce the rules, it should reinforce trust in the rules.

A disciplinary system earns credibility when the rules apply to everyone and where differences in treatment exist, there is a legitimate, defensible reason for those differences.

Contact our team today with any HR question you may have.

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5. Neurodivergence at Work: Accommodating People, Not Labels

Author: Nicky Hardwick

Neurodivergence has become a far more common workplace conversation. While greater awareness is positive, employers need to be careful that inclusion doesn't turn into assumption. Not every neurodivergent employee struggles at work. Not everyone requires reasonable accommodation, and those who do will not necessarily need the same support. The most effective approach is to focus on the individual's actual workplace needs rather than making assumptions based on a diagnosis.

What is neurodivergence in the workplace?

Neurodivergence is a broad term that can include autism, ADHD, dyslexia, and other differences in how people process information, communicate, concentrate, or respond to their environment. Two employees with the same diagnosis may experience the workplace very differently. One may need practical adjustments, while another may perform their role without any accommodation at all.

This is why employers should avoid treating neurodivergence as a one-size-fits-all issue.

How should employers approach reasonable accommodation?

Neurodivergence should be approached in much the same way as any other condition or circumstance that may require reasonable accommodation. The starting point should always be the individual employee, not the diagnosis.

Instead of assuming someone cannot perform certain duties, employers should ask practical questions such as:

- What aspect of the work is creating difficulty?
- How does it affect the employee's ability to perform their role?
- Is there a reasonable adjustment that could help?

Focusing on functional workplace needs often leads to more practical and effective solutions.

What are examples of reasonable workplace adjustments?

Sometimes the solution is surprisingly simple. Depending on the employee's needs, helpful adjustments might include:

- Providing written instructions instead of relying only on verbal communication
- Setting clearer priorities
- Reducing unnecessary interruptions
- Offering a quieter workspace where possible
- Creating greater structure around deadlines

Some employees may need none of these adjustments at all. The key is to tailor support to the individual rather than applying standard accommodations to everyone with a particular diagnosis.

Does accommodation mean lowering performance standards?

No. Reasonable accommodation doesn't mean removing accountability, lowering performance expectations, or allowing conduct that negatively affects others. It means considering whether an employee can meet the legitimate requirements of the role with reasonable adjustments in place. The objective is fair access to work, not different standards of performance.

What role does the employee play?

Accommodation works best when it becomes a shared conversation. Employers cannot reasonably be expected to guess what support someone needs. Where assistance is required, there should be an open discussion about:

- The specific workplace difficulty
- Its impact on job performance
- Practical adjustments that may reasonably help

A diagnosis may provide useful context, but the conversation should remain focused on functional workplace needs rather than the label itself.

Why managers should avoid making assumptions

Managers should also resist the temptation to diagnose employees based on behaviour alone. Someone who misses deadlines, avoids eye contact, communicates bluntly, or becomes overwhelmed under pressure is not automatically neurodivergent. There may be many other explanations, such as:

- Unclear expectations
- Inadequate training

- Personal circumstances
- Ordinary performance challenges

The same caution applies after an employee discloses that they are neurodivergent. Once a manager knows about a diagnosis, every mistake shouldn't automatically be attributed to it. That can become patronising and may prevent the employee from being treated as the capable professional they no doubt are.

Good management principles still apply

Good management already recognises that people do not all work, communicate, or learn in exactly the same way. Supporting neurodivergent employees doesn't require an entirely separate management system. It requires employers to apply the principles they should already be using:

- Listening carefully
- Understanding the facts
- Assessing the genuine requirements of the role
- Considering reasonable options
- Reviewing whether the arrangement is working

Employers should neither minimise neurodivergence nor make it the defining feature of an employee. The goal isn't special treatment, but rather fair treatment based on the person's actual circumstances. Sometimes reasonable accommodation will be necessary, sometimes it won't. What matters is asking the right questions instead of assuming the answers.

Watch the full webinar here: Neurodivergence at work: Reasonable accommodation, fair process, and practical boundaries

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6. From SETA to QCTO: What Employers Need to Know About the Skills Development Transition

Author: Florence Tshabalala

South Africa's skills development system is undergoing one of its biggest changes in years, with the quality assurance of vocational and occupational training shifting from the traditional SETA system to the Quality Council for Trades and Occupations (QCTO).

For employers, training providers, and HR professionals, understanding what this transition means is vital. While SETAs remain a key part of the skills development landscape, the way occupational qualifications are developed, assessed, and certified, is changing.

What is changing from SETA to QCTO?

For many years, accredited training in South Africa was largely built around unit standards, with quality assurance carried out by the Education and Training Quality Assurance (ETQA) functions within the Sector Education and Training Authorities (SETAs). South Africa is now moving towards a single occupational training system led by the QCTO. Under this system, many older unit standard qualifications are being replaced by:

- Occupational qualifications
- Part qualifications
- Occupational skills programmes

The objective is to create a more consistent training system that better prepares learners for real occupations, aligns qualifications with employer needs, and develops skills for modern industries and emerging technologies.

Are SETAs being phased out?

No. A common misconception is that SETAs are being abolished. This is not the case. SETAs continue to play an important role in South Africa's skills development system by:

- Approving Workplace Skills Plans (WSPs)
- Managing Annual Training Reports (ATRs)
- Administering skills development grants
- Supporting employers and learnerships
- Working with industry to identify skills needs
- Facilitating workplace learning within their sectors

The QCTO, meanwhile, is responsible for developing occupational qualifications, quality assurance, external assessments, and issuing occupational certificates for QCTO qualifications. In simple terms, SETAs continue to drive and fund skills development, while the QCTO oversees occupational qualification quality assurance and certification. A training provider can therefore deliver a QCTO qualification while still working with the relevant SETA for grants, workplace approvals, and reporting.

Key SETA to QCTO transition dates

The transition has been taking place over several years. Some of the most important milestones include:

- 30 June 2023: Many pre-2009 qualifications reached the end of their registration period
- 30 June 2024: Last date for first-time enrolment on many pre-2009 unit standard qualifications
- 30 June 2027: End of the transition period for many legacy qualifications, after which new learners generally cannot register for these qualifications

After the transition period, new training will generally need to use QCTO occupational qualifications where replacement qualifications exist. Government bodies, including SAQA, DHET, the QCTO, and SETAs, continue working together to replace older qualifications. Some have already been replaced, while others remain under review or have received transitional arrangements.

How does this affect employers?

Employers should begin planning for the transition now rather than waiting until legacy qualifications fall away. Key practical steps include:

- Including QCTO qualifications in B-BEE skills development planning where appropriate
- Obtaining workplace approval through the relevant SETA where required
- Appointing workplace mentors to support practical learning
- Following QCTO workplace learning and assessment requirements
- Reviewing existing training programmes to identify whether replacement qualifications are already available

Early planning can help avoid disruptions to learnerships, skills programmes, and compliance reporting.

SETA vs QCTO qualifications: What are the differences?

The biggest difference is that the older SETA model focused on individual competencies while the QCTO model focuses on occupational competence.

The traditional SETA system was built around unit standards. Each unit standard covered a specific skill or competency, and learners completed multiple unit standards to achieve a qualification. This offered flexibility but sometimes resulted in fragmented learning. Typical characteristics included:

- Unit standard-based learning
- Modular structure
- Provider-based internal assessments
- SETA moderation
- Flexible learning pathways

QCTO qualifications on the other hand, use a single occupational curriculum designed around the requirements of a specific job. Instead of learning isolated skills, learners complete an integrated programme that combines knowledge, practical skills, and workplace experience. This approach prepares learners to perform an occupation rather than simply completing individual tasks. Key characteristics include:

- Occupational curriculum
- Integrated learning
- Structured workplace experience
- External assessment
- National occupational recognition

How are QCTO learners assessed?

QCTO learners complete integrated final assessments rather than relying solely on provider assessments. Depending on the programme, this may include:

- The External Integrated Summative Assessment (EISA) for occupational qualifications
- The Final Integrated Summative Assessment (FISA) for certain occupational skills programmes

Once learners successfully complete the required assessments, they receive a QCTO occupational certificate.

The greatest strength of this approach is that learners develop complete occupational competence rather than simply accumulating unit standards. For employers, this provides greater confidence that qualified learners are ready to perform effectively in the workplace.

The migration from SETA-led quality assurance to the QCTO's occupational qualification system represents a significant shift in South Africa's skills development landscape. While employers and training providers will need to adapt to new qualification structures, workplace learning requirements, and external assessments, the long-term objective is clear: producing workers with stronger practical skills and qualifications that better reflect real workplace demands.

Understanding the transition now can help organisations remain compliant, maximise available SETA funding opportunities, and prepare for the broader move towards QCTO qualifications before the transition period concludes. We're here to help – email us today for more information.

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7. Anonymous Reporting: Giving Employees a Safe Voice — and Employers the Insight to Act

Author: Jonty Aitken

Employee concerns do not disappear because they are not reported. In many organisations, issues such as workplace conflict, harassment, bullying, unethical behaviour, discrimination, poor management practices or other employee concerns remain hidden because employees are uncomfortable raising them through normal management channels.

What is the burning platform?

The challenge for employers is often not a lack of policies or reporting procedures. It is that employees may not trust or feel comfortable using them.

An employee may be reluctant to report an issue directly to HR or management because they fear being identified, damaging workplace relationships or suffering negative consequences. Traditional whistleblowing services can address this, but may be unnecessarily complex or expensive for many organisations.

The result is a significant information gap: management cannot address problems it does not know about.

This creates both a people and business risk. Concerns can escalate, workplace relationships deteriorate and potentially serious issues may only reach management once they have become formal grievances, disputes or resignations.

The question employers should therefore be asking is:

Do our employees have a simple, confidential and trusted way to tell us when something is wrong — and do we have an effective process for responding?

A practical solution: technology + HR expertise

HRTorQue's Anonymous Reporting App provides employees with a simple and cost-effective channel through which they can raise concerns anonymously. Importantly, the solution is not simply a digital suggestion box. It enables two-way anonymous communication, allowing the employer to respond to the employee, ask for further information and manage the matter while protecting the employee's anonymity.

Employers can choose between two service models:

Option	How it works
Anonymous Reporting App	The employer licenses the platform and manages reports and responses internally. HRTorQue provides the technology and support required to operate the reporting channel.
App + HRTorQue Managed Service	HRTorQue provides the platform and acts as an independent first point of contact. Our HR professionals can review and respond to submissions, escalate matters where appropriate and provide the employer with a monthly report on issues and trends.

Why combine the tool with experts?

Technology makes anonymous reporting accessible and affordable. Human expertise makes the information useful.

With the managed option, HRTorQue can provide an independent layer between the employee and employer. Employees have a channel outside their normal reporting line, while management receives structured information rather than simply another inbox of employee complaints.

Monthly reporting can also help employers move beyond individual incidents and identify recurring themes, areas of concern and emerging workplace risks.

The outcome

The objective is straightforward: make it easier for employees to speak up and easier for employers to listen and respond.

HRTorQue's Anonymous Reporting solution can be implemented as a standalone technology platform or combined with ongoing support from our HR professionals. This gives employers a scalable and cost-effective solution suited to their own internal HR capability.

Want to know what your employees aren't telling you? Contact HRTorQue to discuss implementing an anonymous reporting channel for your workforce.

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8. Building Confident, Capable and Compliant Managers

Author: Candice Zulu

Managers, supervisors, and team leaders deal with people-related situations every day, but not everyone has had the opportunity to learn the practical skills needed to handle them confidently and consistently. From managing sick leave and probation, to handling misconduct, poor performance, and workplace communication, having the right knowledge on hand can help managers make better decisions, manage employees fairly, and reduce the risk of unnecessary workplace disputes.

And that's where we come in. HRTorQue's 'Business Essential Workshops' are short, practical, and interactive sessions designed to give managers the tools and confidence they need to manage everyday employee matters effectively and compliantly. Take a look at our training schedule and hopefully you can join a couple of our sessions.

Training schedule for our Business Essentials Workshops

Training	Date
EMP501: Understanding Payroll Reconciliation & Compliance	08-Oct-26
Basics of Trade Unions, Bargaining Councils, Sectorial Determinations	13-Oct-26
Effective Leave Management & Setup	20-Oct-26
Breathalyzers, Polygraphs and Medical testing	27-Oct-26
Public Officer Responsibilities	03-Nov-26
Effectively managing Employee Performance with Performance Improvement Plans	10-Nov-26
Duplicate Banking Details	17-Nov-26
Alcohol in the workplace	24-Nov-26
Performance Appraisal: Best Practices and Common Pitfalls	01-Dec-26

Whether you're a new manager or an experienced team leader, these focused sessions provide practical guidance that can be applied immediately in the workplace.

Book your spot here or email hra@hrtorque.co.za for more information.

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9. This month's highlights

Author: Candice Zulu

1. **Employment Equity:** Reporting (EEA2 and EEA4) season officially opened on the 1st September 2026. Manual submissions will close on the 1st October 2026, while online submissions close on the 15th January 2027. Who must submit:
   - **Designated employers:** Employers with 50 or more employees must submit EEA2 and EEA4 reports.
   - **Non-designated employers (<50 employees):** Not required to report workforce profiles but may confirm/update status by applying for an EE Compliance Certificate.

   HRTorQue Outsourcing can help with all your Employment Equity needs. For assistance please contact hra@hrtorque.co.za.

2. Navigating the complexities of HR can be confusing, even for the experts. That's why we put together our **HR Managers' Pocket Guide,** a powerful resource designed to help simplify your HR journey. **Find it here.**

3. **Income tax numbers:** We can assist you with the registration of your employees for income tax purposes, managing the process from start to finish. Our consultants will obtain your employees' personal information from your payroll administrator and complete the necessary applications. The turnaround time for this process is 24 hours and the cost per application is R300 plus VAT per employee. A volume discount will be negotiated in cases where there are more than 20 applications at a time. Should you need assistance please contact Dave Beattie on 031 564 1155 or dave@hrtorque.co.za

4. For the latest recordings from our **Wednesday webinars** take a look at our YouTube channel, filled with informative HR, payroll, and legislation tips and tricks. If you're not receiving our weekly invites, please subscribe here.

Contact us today for all your HR, payroll, tax, and accounting needs.

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