



RISK IMPROVEMENT STRATEGIES & EXECUTION

——— *Navigating the Next “New Normal”* ———

PANEL INTRODUCTION



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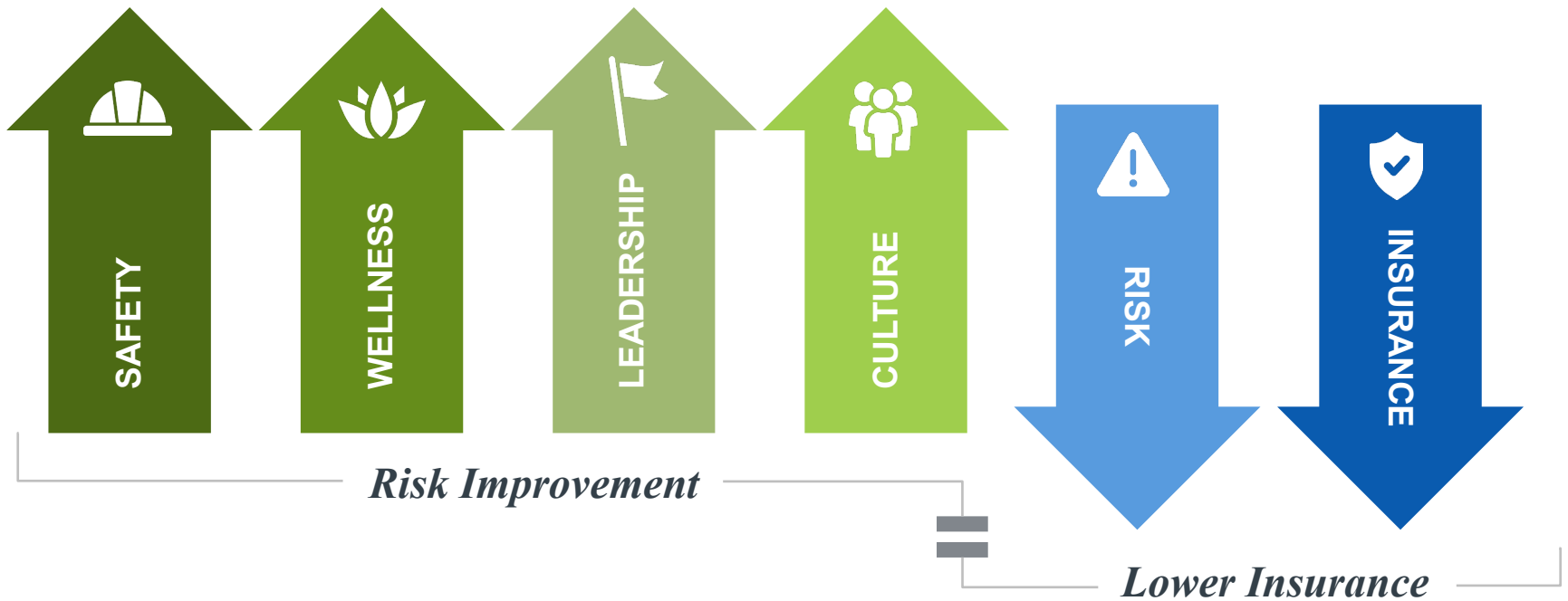
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Many of these laws are particularly new with changes occurring on a frequent basis and so the participants should understand the sensitive nature of these laws changing.

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LEVEL UP:



FIVE STEPS TO SUCCESS. 365 DAYS A YEAR.

RISE365® is a five-step process used by Highpoint to identify, understand, implement, and monitor risk management strategies for you and your business.



IMPROVING RISK ASSOCIATED WITH COVID-19 STARTS WITH LEADERSHIP:

Servant Leadership –demonstrating the characteristics of empathy, humility, listening, integrity, stewardship, and commitment to personal growth towards others.

- Puts the needs of the employees first.
- Shares power with others.
- Helps people develop and perform as high as possible.
- Focused on other peoples needs – not their feelings.
- The Leader exists to serve the people.

Insurance and Risk Management is what we do...not who we are.

We are servants to our clients, co-workers and community.

— Highpoint Insurance Group

Webinar Series

Our World Today and Tomorrow:

01 4/30 - NAVIGATING THE NEXT “NEW NORMAL”

02 5/7 - THE GOOD, THE BAD AND THE UGLY -
COVID-19 & INSURANCE

03 5/14 - LEADING THROUGH CHANGE

04 5/21 - CYBERSECURITY: HOW TO PROTECT YOU
AND YOUR BUSINESS

05 5/28 - BETTER OFF TOGETHER: SUPPORTING
EMPLOYEES OVERALL HEALTH

OPEN TEXAS

IDENTIFY

3 Key Areas to Evaluate:

- New Laws – FFCRA (EPSLA/EFMLEA)
- Risk Management / Workplace Safety
- Communications / Documentation



FREQUENTLY ASKED QUESTIONS

01 CAN I FORCE MY EMPLOYEES TO COME BACK TO WORK? WHAT IF THEY REFUSE?

02 DO MY EMPLOYEES NEED TO WEAR MASKS?

03 CAN AN EMPLOYEE STILL FILE FOR FFCRA TO CARE FOR THEIR CHILDREN THIS SUMMER?

04 CAN I REQUIRE WORKING PARENTS TO COME BACK TO WORK?

05 CAN I ENFORCE MY ATTENDANCE POLICY?

FFCRA



KNOW IT, POST IT, HONOR IT

- Emergency Paid Sick Leave (EPSLA) – 2 weeks full pay
- Emergency Family Medical Leave (EFMLEA) – 10 weeks 2/3 pay
- Cannot make employee use PTO first
- DOL encourages employers and employees to collaborate to achieve maximum flexibility
- Don't take Tax Credit and PPP (one not both)
- Forms and Notices on our Website www.hpigrp.com

TEXAS MINIMUM STANDARD HEALTH PROTOCOLS FOR ALL EMPLOYERS

“Employers should stay informed and take actions based on common sense and wise judgement that will protect health and support economic revitalization. Employers should also be mindful of federal and state employment laws and workplace safety standards.”



TRAIN

*cleaning,
disinfection,
hygiene*



SCREEN

*send home
employees with
symptoms*



QUARANTINE

*positive cases and
those in close
contact*



DISTANCE

*maintain social
distancing in the
workplace*



PROTECTION

*masks, gloves,
sanitizer, signage*

RISK MANAGEMENT

UNDERSTAND THE RISKS

The complexity of risk assessment will differ from business to business. Work through a return to normal operations checklists with your leadership team.



**IDENTIFY AND
REDUCE HAZARDS**



**RETURN TO
NORMAL TEAM**



**COMMUNICATE
COMMUNICATE
COMMUNICATE**



**PREPARE FOR
DISRUPTION**

DOCUMENTATION

MANAGEMENT

Keep your employee communications clear and document everything!



QUESTIONS AND ANSWERS

We believe our clients are better off with us than without us.

— Highpoint Insurance Group