

OURERC A LOCAL BUSINESS NEWSLETTER

Powered by Employer's Resources of Colorado

MAY WE HELP YOU?

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ERC will be closed in honor of Memorial Day on May 31.



COLORADO DOL UNEMPLOYMENT FRAUD

The Colorado DOL has enforced more identity verifications for individuals filling for unemployment with hopes of limiting the amount of fraud.

According to the [Colorado DOL](#), the volume of claimants requesting unemployment benefits has increased during the pandemic, so has the number of scammers trying to take advantage of people. Watch out for scams and be careful about who you share personally identifiable information with, especially your Social Security Number and Claimant ID number.

CDLE will never ask for your personal information by text message, social media, or email. Be wary of clicking links that purport to be from CDLE but don't begin with [ColoradoUI.gov](#) or [cdle.colorado.gov](#)

Phishing

Phishing scams are fraudulent attempts to obtain sensitive information, such as Social Security Numbers, usernames and passwords, credit card numbers, or other personally identifiable information. Often-times, phishing scams often take the form of emails, text messages, or social media messages impersonating a trustworthy entity.

Social Media

Scammers occasionally create fake social media accounts which impersonate CDLE and may contact claimants seeking personal information. CDLE will never ask you for any personally identifiable information via social media. Look for a blue or white verified account check mark next to the page or profile name on the social media.



I-9 INFORMATION AND SOCIAL SECURITY

Did you lose your social security card? With Social Security offices still closed due to COVID, employees have had a difficult time finding a replacement. Good news, ERC has found a way for Colorado residents to get a replacement.

Simply, call Colorado Springs Social Security office at (888) 880-0688. Residents can order a replacement card during an online Teams meeting. For the meeting, residents will need a computer with a camera and driver's license. Once you finalize the order, the office will send you a confirmation email. ERC can use this information to verify your I-9, if needed.

The I-9 form is used to verify the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must properly complete the Form I-9 for each person they hire for employment in the U.S. ERC requires an I-9 form to be completed by employees hired by all ERC Partners.

HR FREE TRAINING COURSES

Conflict Resolution Training

May 20, 2021 1:00 PM

To most employers, conflict between employees is a daily issue. Whether its co-workers arguing over gossip, managers dealing with the same employee repeatedly, or the overall workplace culture, ERC's conflict resolution training for managers can help resolve and prevent most workplace conflicts. If interested in joining the 1-hour free live webinar, please e-mail Marc Lassiter at Massiter@erccolorado.com for a personal invite.

Time Management Training

June 24, 2021 1:00 PM

Do you ever feel lost in the constant flow of information, responsibilities, and expectations? Take control of your time in this transformative, interactive online training that helps you focus on results, not tasks. Eliminate time wasters, and establish healthy, long-term, productive habits that help you make the most of your time every day. If interested in joining the 1-hour free live webinar, please e-mail Marc Lassiter at Massiter@erccolorado.com for a personal invite.



EEOC—1 INFORMATION

The Equal Employment Opportunity Commission (EEOC) has announced that the 2019 *and* 2020 EEO-1 Component 1 data collection is now open—the collection had been delayed because of COVID-19.

Employers that are required to file have until **Monday, July 19, 2021**, to submit both years of data. Pay data is not required. If you are an ERC Client, this is one of the many services we provide.

Employers should visit the newly launched EEO-1 [Component 1 website](#) for the latest filing updates and additional information. Employers can also visit the [Filer Support Center](#) to request assistance and find helpful resources, including fact sheets and FAQs.

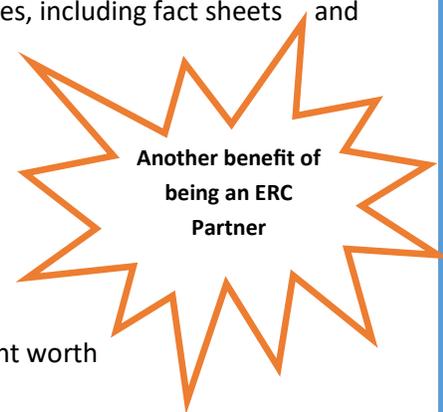
Who Must File

An employer must file an EEO-1 report if they answer YES to *one or more* of these questions:

1. Does the entire company (at all locations combined) have at least 100 employees?
2. Is the company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employee count of 100 or more?
3. Does the company or any of its establishments have a contract with the federal government worth \$50,000 or more and have 50 or more employees?

Is the company or any of its establishments a federal government contractor that serves as a depository of government funds in any amount or a financial institution that is an issuing and paying agent for U.S. Savings Bonds and Savings Notes in any amount?

If you answered no to all of the questions above, you do *not* need to file an EEO-1 report. If you are unsure about the answer to question 2, please contact ERC. We are proud to share, this is one of the many services ERC provides to our partners.



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