

# **Tailwind HR**

# **Capability Statement**

tailwind 



## Tailwind HR Capability Statement

Task	Category	Status	GovCon	Private
Task	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hiring Applicant in HRIS	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Onboarding Packet Assignment in HRIS	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
First Day Logistics	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I-9 + Everify	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ADP account Creation	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
MS NAV account Creation	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Sending New Hire Information to Finance	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
New Hire Orientation - Online or Pre recorded	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
New Hire FAQ sessions	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
VA Child Support Reporting	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
New Hire Credentials and equipment	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Managing HR Forms of New Hires	Onboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Government Agencies Security Clearance (Public Trust Only)	Security	Available	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Departure Letter / Checklist	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Offboarding packet assignment in HRIS	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Deactivate NAV, ADP, Taleo accounts	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PTO and Paycheck Payments	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Tracking for HR Metrics	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exit Interviews	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exit Paychecks Compliance	Offboarding	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Communication - Routine Communication wrt Benefits	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Weekly Newsletter	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Digital Award Shows	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
OPM Alerts - Telecommute + Closure	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Task	Category	Status	GovCon	Private
Employee Intranet Updates	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PM support & monthly calls	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Site Visits/local employee engagement	HR Comms	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Service Desk	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Background Investigations	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
OPM/VOEs/Unemployment Claims Processing	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Referral Management	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Personnel Action Notices Processing (Bonus / Promotion / Transfers)	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Process Documentation	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Promotion / Salary & Title Change Tracking for HR Metrics	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
State Paid Leaves	HR Ops	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Strategic Benefits Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Operational Benefits Management + Open Enrollment	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Benefits Audits	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Wellness Program Activities Planning & Budget Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Wellness & Benefits Communication Plans	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
401k Audit & Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
UNUM Portal Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
WEX Management (HSA, FSA, COBRA)	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Deferred Comp Plan Design	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
FMLA Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Disability leaves Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Engaged / Non Engaged Employees Management	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Quarterly Wellness Participation Metrics	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Daily coordination with Benefits Brokers	Benefits	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Executive Briefs	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Metrics	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Task	Category	Status	GovCon	Private
Service Desk Reporting	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exit Interview Data Analysis	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Quarterly Employee Surverys	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ADP Reporting	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HRIS Reporting	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Company objectives and measurements Analysis	HR Analytics	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Matters as/when (without attorney)	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Comp	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ACA Reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Comp reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Federal & State postings	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
EEO reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
VETS reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5500 reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Affirmative Action reporting	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR ISO Compliance	Compliance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HRIS Selection and Deployment	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Taleo Configuration	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Taleo Reporting	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ADP Confirguration	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ADP Reporting	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Intranet Development & Deployment	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Intranet Updates	Technology	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Policy Proposals	Strategy	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Budget proposals and management	Strategy	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Awards Strategy	Strategy	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
EX Initiatives	Strategy	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Task	Category	Status	GovCon	Private
Immigration / H1B's	Strategy	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Performance Review planning	Performance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Performance Review Models and Strategy	Performance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PR Implementation	Performance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PR Data Compliation & Approvals	Performance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PR Increments roll out	Performance	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Training Needs Analysis	Learning & Development	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Content Development	Learning & Development	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Complaince Trainings	Learning & Development	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Training Budgets and Plans	Learning & Development	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Training Delivery (remote)	Learning & Development	Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>