

# *Scott Warrick's Master HR Tool Kit Subscription*

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## QUESTIONS and ANSWERS

QUESTION: If I sign up for the my [MASTER HR TOOL KIT SUBSCRIPTION](#) by August 31, 2020, how long will my Subscription run?

ANSWER: It will run through **December 31, 2021**. We are sooooo close to the end of the year now that I will put everyone back on an annual renewal basis starting January 1, 2022.

QUESTION: What if I already have all the SHRM and HRCI credits I need? How will this Subscription help me?

ANSWER: You get **EVERYTHING**, plus whatever else is added across the next 16 months. (I can produce videos only so fast!) I started with these videos because they are all the most critical for employers. Every aspect of the [MASTER HR TOOL KIT SUBSCRIPTION](#) acts as a vital tool to help you as an organization and an HR professional. **EVERY** organization in this country will deal with the ADA and the FLSA ... **EVERY ORGANIZATION EVERY YEAR**. You cannot have employees and not be expert in these laws. If you have more than 50 employees, you will also be dealing with the FMLA. Every employer must also conduct its **SEXUAL AND ILLEGAL HARASSMENT TRAINING**, and this video series is meant to be facilitated by an in-house HR person. The **FAMILIES FIRST and CARES Act** videos are also essential for employers and HR professionals. The [Do It Yourself HR Department](#) is a vital tool to keep your organization's policies and contracts in compliance. And finally, [The Human Resource Professional's Complete Guide To Employment and Labor Law](#) is an online digital book that is constantly being updated as the law changes, such as with the U.S. Supreme Court's decision no sexual orientation and gender identity. (This book is now over 1,000 pages long and growing.)

QUESTION: What is the cost of renewal?

ANSWER: Your next renewal will be \$250 for the calendar year 2022.

QUESTION: How can I gain access to these materials?

ANSWER: You will use your email address as a USER NAME and you will be assigned a PASSWORD. You can then access these materials anywhere on earth. (If you leave the planet, your subscription will probably not work.)

QUESTION: Can I download these materials into my computer or intranet?

ANSWER: YES ... and I encourage you to do just that. You can download whatever you want for your own education or to share with managers and employees.

QUESTION: Are any of these materials meant for employees, managers or supervisors?

ANSWER: **ABSOLUTELY!** Both the ADA and FMLA courses have special shorter videos intended for supervisors and managers. The “HARASSMENT” two-hour video is made exclusively to be shown to employees., as well as an additional video for just the supervisors. You can also use the chapters from the book or sections from the videos to educate supervisors and managers, such as when they want to make everyone “EXEMPT,” or when they argue that an employee is not “DISABLED,” or when they don’t want to REASONABLY ACCOMMODATE an employee, or when they engage in offensive conduct and claim “THEY WERE JUST KIDDING,” for example. I share the various sections from the videos to educate and coach employees, supervisors and managers all the time. There is also a video for all your employees to watch that covers all of the OSHA guidelines for re-opening a safe workplace in the age of COVID.

QUESTION: If I use the credits from these videos for SHRM and/or HRCI credit one year, how can I use them again the next year?

ANSWER: That is because I get new recertification codes for each video series every year. These videos are not “stagnant.” As the law or the world changes, so do the videos. So, for your \$250 renewal fee, you also get new recertification credit codes EVERY YEAR. (That is why I stay so busy updating EVERYTHING as it changes.)

QUESTION: Will there be new recertification codes for 2020 **AND** 2021 ... even though my subscription will cover both of these years?

ANSWER: That’s right! Again, I get new recertification codes every year. So, for your initial subscription, you will get 60 hours of recertification credits ... 18 of which are HRCI BUSINESS CREDITS.

QUESTION: Are these videos approved for any other CERTIFICATION CREDITS?

ANSWER: No. There are actually over 100 different types of certifications for various professionals. However, many certification programs allow for self-submission. So, you should contact your professional organization and see what they require for self-submission. I have included in these program materials what you will need for self-submission for most certifications and licenses. (i.e., Course outline, Program Certificate, Learning Objectives, Presenter bio, and so on.) If there is something else you need, just let me know.