



## in the Know...

### Merry Christmas Y'all

Yes, it is that time again—the holiday season. The rush of getting everything done, the stress that comes with the 'most wonderful time of the year.' Well, take a moment to breathe. We, here at Savio HR Solutions, are available to help you deal with holiday stress. This month, we are going to take a break from the usual HR topics and delve into the wonderful world of Unemployment.

Yes, I know what you are thinking – unemployment, how could that be a stress-less subject at this crazy time of the year? Simple, we are going to tackle it in small bites, just like that Christmas cookie sitting on your desk. So, take a bite of that cookie and a sip of coffee, and here goes...

Okay, so you've just interviewed a great candidate. Everyone was excited, and an offer was made. However, the candidate has refused the job. What?! Now what? We all know you're going to have to go through the process again to search for that perfect candidate. What does this have to do with unemployment? It has everything to do with unemployment. Something we in HR often fail to do, but it is to our benefit when we receive a refusal, is to contact our local Unemployment office and report that refusal. Of course, if you are our client, please give us a call so we can handle the reporting for you.

Reporting such refusals can be a money-saver for your company. How, you ask? In Mississippi, for example, if you offer a job to someone who was a former employee at some point in the past and they refuse the job, you can be exempt from further unemployment benefit payouts for that individual.

Remember, you have a limited time to report those refusals. In Mississippi, for example, the deadline is 10 days from the date of refusal. Each state has its own time limit, so be sure to check with your local unemployment office to ensure you report the refusal in a timely manner. If you are unsure about the reporting time limits, feel free to reach out to us here at Savio.

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If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

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