



The Larkin Company Services

Whether you're a company of 500 or over 20,000, we partner with you to provide a personalized, employee-centric experience in leave of absence administration, accommodation, and self-funded claims services across the U.S. and Canada.

We tailor our program to align with your distinct needs and goals, drawing from the following service offerings:



Comprehensive Leave Management

Larkin skillfully handles all aspects of leave and disability management, from initiation to return to work. We provide personalized, empathetic support for each employee, ensuring a seamless experience. This ensures a stress-free leave for employees and lets managers concentrate on productivity, confident in our expert management of all administrative and compliance tasks.



Employer Services

Larkin keeps employers consistently informed on employee leave status, serving as the central point for all inquiries and offering timely stage-by-stage updates. Our advisory role and strategic use of technologies, like the employer portal, elevate visibility and reporting across leave and pay programs. This streamlined approach simplifies the process, eases HR workloads, and ensures a smoother, more predictable experience for employers and employees.



State-Specific Services

Larkin offers adeptly managed voluntary plans as an alternative to state disability programs, originating from our experience with the California voluntary plan and extending similar solutions to Washington, New York, and other states. Our services provide a reliable alternative to typical state offerings like California's EDD and Washington's ESD by delivering more personalized, flexible solutions. Tailored to regional regulations and client needs, our plans ensure efficiency, responsiveness, and enhanced employee satisfaction, improving leave benefit management for employers.



Employee Leave Administration

Larkin offers thorough guidance and support across all areas of the leave process, including procedures, payments, and insurance. Our focus on quality ensures admins spend sufficient time on calls, fostering empathy and in-depth understanding. This approach boosts employee confidence, providing clear, personalized assistance for a smoother transition throughout each step of the leave journey.



Payment Services

Larkin specializes in managing and administering leave of absence pay, working with leading firms to tailor leave benefits and navigate state-specific income benefits. We also help to streamline the process for benefits and payroll, implementing an effective process where pay calculations integrate seamlessly. Clients strategically benefit from our services, enhancing leave policies to attract high-caliber employees and ensure compliant, smooth leave management across regions.



Financial Feasibility

Before implementing a Voluntary Plan, Larkin performs detailed financial feasibility studies to develop cost-effective strategies for employers. Our approach goes beyond administration, enhancing the plan's value by targeting an annual financial surplus. This strategic financial planning benefits employers, often allowing for a surplus that can be reinvested in enhancing employee benefits or cost efficiencies, optimizing the investment in employee leave programs.



Self-Insured Short-Term Disability Plan

Larkin offers a tailored short-term disability plan for non-California employees or as a supplement to state programs, ensuring streamlined payment management. Our customized solutions, designed for flexibility and efficiency, enhance or fill gaps in standard offerings, simplifying the process. This approach provides a more efficient disability management experience, focusing on recovery and business continuity, and boosting overall satisfaction with the disability leave process for both employers and employees.



Compliance Services

Larkin provides proactive compliance management, surpassing automated solutions by continuously tracking legislative changes and offering clear updates. We keep employers informed for swift resolution of compliance issues backed by our independent legal advisors and in-house experts. This comprehensive strategy saves time, reduces risk, and supports business growth, enabling clients to confidently expand with the assurance of expertly managed compliance.



Family Care Concierge Service

Larkin's Digital Care Advisor™ combines interactive technology with expert human guidance to provide personalized care and financial planning. Enhanced by master's-level Personal Care Advisors, Larkin adopts a unique concierge approach, offering tailored local care solutions and financial advice. This ensures clients receive simplified, optimal care planning and outcomes, complemented by top-tier financial guidance.



ADA (Americans with Disabilities Act) Support

Larkin simplifies employers' roles in accommodation discussions by acting as a co-sourced partner to navigate and document the process, while employers retain decision-making authority. Our program is designed to confirm employee eligibility and gather necessary details from employees and their healthcare providers, ensuring that approved accommodations are effective for the employee and reasonable for the business. We provide expert guidance and advice to enhance compliance with laws, mitigate risks, and improve employee satisfaction and productivity.



Workday Integration

Larkin's automated integration with Workday streamlines processes by eliminating manual data entry, with setup and onboarding completed within two weeks to three months. Our system ensures continuous updates of employee leave dates, enabling seamless payroll data synchronization. This efficiency allows HR teams to focus on strategic tasks, offering the market's fastest integration—up to four times quicker than competitors—and boosting HR efficiency and organizational effectiveness.

Connect with Larkin Today

Take the first step towards transforming your organization's leave management. Reach out now to discuss how our personalized, employee-centric services can benefit your team.

Start now →