

## Are the Costs of Being Noncompliant Worth the Risk?

Being out of compliance is one of the biggest risks to any employer, no matter their size. To avoid potentially costly fines, employers must regularly review their policies and practices to make sure they comply with the multitude of federal, state, and local laws.

HR compliance is a necessity for any business in today's competitive and legal environment. The HR "department" for a small business is usually no more than one person—and often that person is wearing many hats. While the HR representative may know a bit about everything, "learning on the job" is a scary prospect given the constant presence and oversight by entities such as the IRS, DOL, EEOC, and OSHA.

Employers overlooking compliance (whether intentionally or unintentionally) could find themselves facing dire consequences.

An important element of conducting your business is peace of mind knowing your human resources processes, policies, and systems are effective and in compliance with state, local, and federal laws and regulations.

Our experienced team will conduct an HR Compliance Assessment to evaluate your current HR practices and procedures and will recommend best practices.



### Build a Strong HR Foundation

We can help you assess your current HR function by reviewing your policies and procedures, personnel files and Form I-9 compliance, recordkeeping practices, hiring process, terminations, and more.



### Protect Your Business

Following legal requirements and maintaining compliance with various rules and regulations can be costly and confusing. But the cost of *not* complying can be great—either in the form of fines and penalties, or legal settlements.



### Managing the HR Compliance Burden

Monitoring compliance is a time-consuming task that can strain your HR staff. Let our team of HR experts help you develop strategies to ensure you remain up to date and compliant with the vast array of regulations.



### Gap Analysis Report

Save your HR team hours of legal research and compliance training. After the assessment, we will deliver a personalized gap report with recommended best practices and steps your company can take immediately to ensure nothing slips through the cracks.



### Trusted Advisors

Our team of certified experts has over 100 years of combined experience in human resources and is available to address your questions and concerns.



### Concierge-Level Service

Enjoy our unparalleled "concierge-level" client service, which helps make HR Knowledge a leader in our industry.

To learn more about our services, please contact us at [hr@hrknowledge.com](mailto:hr@hrknowledge.com).

15 Berkshire Road, Suite B | Mansfield, MA 02048

P 508.339.1300 | F 508.339.1349 | [www.hrknowledge.com](http://www.hrknowledge.com)