

## THE BENEFITS OF HR ON-DEMAND

# Live HR advice when you need it, so you can protect your business.

With **HR On-Demand**, our goal is simple: help you solve your HR problems with clear, straightforward guidance from our team of certified HR Advisors.

With expertise in more than 25 HR practice areas, we've got you covered.

## 3 valuable benefits of HR On-Demand



### Avoid Costly Mistakes

Our HR Advisors can help you save thousands of dollars in HR costs and penalties.

**\$50,000**

Potential cost of a single bad hire due to lost productivity, rehiring, onboarding, and training expenses.

**\$10,000**

Potential penalty for wage & hour violation under the Fair Labor Standards Act.\*

**\$7,000**

Potential fine for each Occupational Safety and Health Act (OSHA) violation.\*



### Save Time

Employees who manage HR spend up to **25 hours** a month searching for HR answers. With help from our team, you get the guidance and resources you need, quickly and reliably from experienced HR professionals.



### Get Peace of Mind

Our HR Advisors have an average of **16 years'** **experience**. They provide expert, proven guidance so you can confidently tackle your HR issues — and stop searching HR message boards for answers.

\*Source: [US DOL](#)

# Features designed to help you quickly tackle your HR

- ✓ Practical, live HR advice
- ✓ HR ticket history
- ✓ HR Concierge live chat assistance
- ✓ Law library
- ✓ Law alert notifications
- ✓ Resources covering common employer laws including ACA, FLSA, and FMLA
- ✓ Sexual harassment prevention training
- ✓ HR trainings
- ✓ HR Advisor newsletter
- ✓ HR fitness test to assess HR gaps
- ✓ Ask the Advisor Q&As
- ✓ Guides on popular HR topics
- ✓ Proactive handbook builder
- ✓ Policy customization
- ✓ Custom job descriptions
- ✓ New hire kits
- ✓ HR forms, templates, and policies library

## Common issues that our HR Advisors help solve

We received a complaint about harassment. How should we respond?

Does an I-9 form need to be updated when an employee has a name change?

Should we ban romantic relationships in the workplace?

How do I keep an employee at-will but require them to give notice before leaving?

Can the same person be both an employee and an independent contractor?

How do we calculate whether we're covered under FMLA?

Can an employer legally make their employees use their accumulated vacation hours?

Do you recommend reducing hours as a disciplinary measure?

## Our HR Advisors by the numbers

16

avg. years of  
experience

4.9/5

client satisfaction  
rating

95%

of clients would  
recommend us

Ready to get HR On-Demand? Let's get started.

