

# ARE THE COSTS OF BEING NONCOMPLIANT WORTH THE RISK?

Every time you look, there's a new law or regulation to comply with. Keeping on top of it all can be confusing and downright exhausting. But NOT complying can cost you big-time.

Our comprehensive HR Assessment provides an objective review of your organization's policies, procedures, and practices to identify your HR strengths and any areas that need improvement. More importantly, it gives you the tools to ensure your practices comply with federal, state, and local laws, as well as certain industry-specific regulations.

When you partner with HRK to conduct an HR Assessment, we'll help you get ahead of the constantly changing regulations that affect your business.

## IT'S TIME TO MANAGE YOUR RISK.

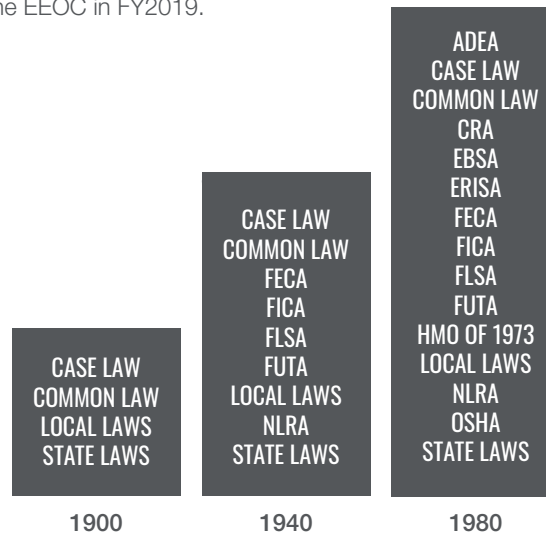
**KEEPING YOUR BUSINESS COMPLIANT IS NOT TO BE TAKEN LIGHTLY.**

Make no mistake about it. When errors are made regarding FMLA and I-9s, hefty fines can add up fast. 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. Employers overlooking compliance (intentionally or unintentionally) could find themselves facing dire consequences.

Recent statistics:

- Employment lawsuits have increased 400% in the last 20 years.
- Retaliation charges made up more than half — 53.8% — of all EEOC charges in FY2019.
- The Department of Labor's Wage and Hour Division (WHD) received a record \$322 million in wages owed in FY2019 for minimum wage, overtime, and other wage violations.
- Sexual harassment payouts hit an all-time high in 2019 — employers paid out a record \$68.2 million through the EEOC in FY2019.

- AAP
- ADA
- ADEA
- CASE LAW
- COBRA
- COMMON LAW
- EBSA
- EGTRRA
- EPA
- EPPA
- ERISA
- EST
- FECA
- FICA
- FLSA
- FMLA
- FUTA
- GINA
- HEART
- HIPAA
- IRCA
- LOCAL LAWS
- MHPA
- MHPAEA
- NLRA
- NMHPA
- OSHA
- OWCP
- PFML
- PPACA
- STATE LAWS
- TEFRA
- TRA '86
- TRA '97
- USERRA
- WARN
- WHCRA
- WRERA



The number of government statutes, agencies, and regulations has quadrupled since 1980.

