

# 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.

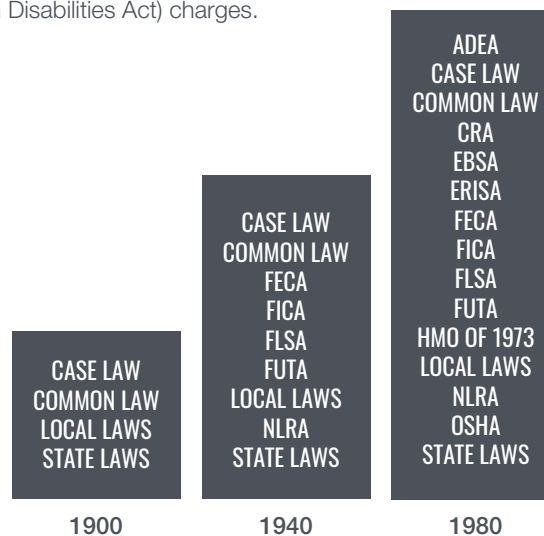
**KEEPING YOUR BUSINESS COMPLIANT IS NOT TO BE TAKEN LIGHTLY.**

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 — 56% — of all EEOC charges in FY2021.
- Of the 27,291 sexual harassment charges filed between FY18 and FY21, 43.5% were concurrently filed with a retaliation charge.
- In fiscal year 2021, the EEOC collected over \$120 million in monetary relief benefiting over 4,000 individuals related to ADA (American Disabilities Act) charges.

- 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.

### #WeAreHR

Want to take the guesswork out of compliance? We deliver peace of mind.

**TO LEARN MORE ABOUT OUR SERVICES, PLEASE CONTACT US AT**

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