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Protect Your Business: The High Cost of Non-Compliance

Shocking Facts:

- \$200K is the average cost for an Employer to respond to just one demand letter.
- 40% of organizations faced employee lawsuits last year.
- 90% of leaders may have inadvertently created issues leading to costly settlements and/or employee relations issues.
- \$1.1M average settlement in PAGA/wage and hour lawsuits.

California P.A.G.A Reform Penalties Now Capped:

- ✓ 15% if taking "Reasonable Steps" to comply and correct before receiving a notice resulting in an **85% saving!**
- ✓ 30% if taking "Reasonable Steps" within 60 days after receiving a notice to comply and correct resulting in a **70% saving!**

Employer Reasonable Steps Include:

1. **Regular Audits:** Internal payroll and HR audits to identify and fix potential violations.
2. **Policy Updates:** Regular review, update, and training on policies.
3. **Training Programs:** Educating leaders on compliance to prevent future issues.
4. **Accurate Pay Records:** Periodic forensic assessments of all work hours and wages.
5. **Compliance Plan:** Corrective actions for all provisions.

At HRRX, we leverage our expertise to guide you through essential compliance steps, equipping your business with the necessary tools and training. Our approach ensures that your company remains compliant, proactively manages potential risks, and minimizes financial exposure.

- **Internal HR Audits:** We conduct thorough reviews of your processes, policies, procedures to identify risks early.
- **Policy Updates:** We ensure your policies are current within legal standards.
- **Leadership Training Programs:** Prevent issues by educating your leaders on compliance.
- **Forensic Payroll Reviews:** Comprehensive checks on all payroll aspects.
- **Compliance Plans:** To correct and address for long term strategy.

Why Choose Helena at the HRRX?

We function as your compliance co-pilot, risk management experts, and help you stay ahead of compliance issues, protecting your people and profits.

Don't Leave Compliance to Chance Reach out Today!
FROM COMPLIANCE CHAOS TO CONFIDENCE



Accredited Facilitator
The Five Behaviors
A Wiley Brand



500+

Business advice given 25+ years.



250+

Business units guided 25+ years.

EDUCATION

B.S. Business Administration
Laverne University and U.C.L.A

CERTIFICATIONS:

- Global & Domestic HR Professional Designations
- Business, & honors Human Resource Management, U.C.L.A.
- Private Board Governance
- Behavioral Interviewer (DDI)

BUSINESS SECTORS

- High Tech
- Software
- CPG
- Non-profit
- Cosmetics
- Manufacturing
- Education
- Healthcare

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