



The HR Support Center with HR On-Demand

Two powerful solutions in one convenient package

The **HR Support Center** with **HR On-Demand** gives you anytime access to online HR tools and documents, as well as live HR advice from our team of certified HR advisors.



The value of expert HR support

Our HR Advisors can help you save thousands 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.

Reliable advice. Rigorously audited content. Ridiculously easy to understand.

- ✓ 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

What others are saying about HR On-Demand

"This is a great service. It's like having your own HR department next door. JUST AWESOME!"

– Healthcare company client /
California

"As a small employer, this service is proving to be indispensable. Common sense, easy to understand advice, and resources. I would recommend this service without hesitation."

– Home improvement company /
Iowa



**You've got enough things to worry about. HR shouldn't be one of them.
Get the HR Support Center with HR On-Demand today.**

CONTACT ME

Chad Fittro
Vice President
626-479-2022 Ext.2
chad.fittro@rabcopayroll.com