



Common HR penalties

Hard dollar costs of HR non-compliance



\$160,000

The average cost of a small business employment lawsuit, which can take up to a year to resolve.



\$10,000

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



\$75,000

The amount a violation of the Americans with Disabilities Act can cost an employer.



\$7,000

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



\$50,000

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



\$1,000

Potential fine for *each* violation of minimum wage or overtime pay requirements.

The importance of an effective hiring and onboarding process

33%

of new hires look for a new job within 6 months of being hired.

25%

leave before a year on the job.

69%

of employees who undergo effective onboarding are more likely to stay with an employer for at least 3 years.

Small business are under increasing HR pressures

25 hours

Amount of time HR practitioners spend each month searching for HR answers online*

2.8 x

Average salary for an HR professional is now 2.8 times the average SMB salary.**

25%

Average increase in HR spend compared to an organization's total operating cost from 2012-2016.**

* Internal Mammoth survey of 500 small and mid-sized businesses

** Bloomberg, Bureau of National Affairs

When it comes to your HR, don't go it alone. Discover all the ways our HR services can help protect your business.

CONTACT ME

Chad Fittro
Sales Director
626-479-2022 Ext.2
chad.fittro@rabcopayroll.com