

## When you have HR questions, turn to our expert HR Advisors.

HR can be hard when you go it alone. Now you don't have to. Our team of seasoned HR Advisors will give you clear, actionable HR answers when you need them. It's valuable HR protection for your business and peace of mind for you.



### Some common questions we help answer

We received a complaint about harassment. How should we respond?

Can the same person be both an employee and an independent contractor?

Do you recommend reducing hours as a disciplinary measure?

What do you advise regarding screening social media accounts during the hiring process?

We have good reason to suspect an employee has been stealing from the register. What should we do?

How do I keep an employee at-will but require them to give notice before leaving?

Can we ask an applicant why they are leaving their current job?

Should we ban romantic relationships in the workplace?

My employee is not showing up to work on time and I want to fire him. What do I need to do?

My employee was summoned for jury duty? Do I need to pay him for that time?

# Our areas of HR expertise

- ✓ Benefits
- ✓ Compliance
- ✓ Compensation
- ✓ Culture
- ✓ Discrimination
- ✓ Diversity
- ✓ Employee Relations
- ✓ Engagement
- ✓ Employment Laws
- ✓ Workplace Policies
- ✓ Harassment
- ✓ Health Care
- ✓ Hiring
- ✓ HR Administration
- ✓ HR Strategic Planning
- ✓ Immigration
- ✓ Leadership
- ✓ Leaves
- ✓ Onboarding
- ✓ Performance Management
- ✓ Retention
- ✓ Terminations
- ✓ Training
- ✓ Total Rewards
- ✓ Wage & Hour
- ✓ Workforce Management

"Monica was very helpful and took the time to answer all of my questions. She explained things very clearly in a way that made it easy for me to understand."

– Martha / Construction Company /  
Placentia, CA



**Would you like a team of expert HR advisors by your side? Let's get started!**

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