

# Live HR advice when you need, so you can protect your business.

With **HR On-Demand**, our goal is simple: help you solve your HR problems with clear, straightforward guidance from our team of certified HR Advisors.

With expertise in more than 25 HR practice areas, we've got you covered.

## 3 valuable benefits of HR On-Demand



### Avoid Costly Mistakes

Our HR Advisors can help you save thousands of dollars 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.\*



### Save Time

Employees who manage HR spend up to **25 hours** a month searching for HR answers. With help from our team, you get the guidance and resources you need, quickly and reliably from experienced HR professionals.



### Get Peace of Mind

Our HR Advisors have an average of **16 years'** **experience**. They provide expert, proven guidance so you can confidently tackle your HR issues — and stop searching HR message boards for answers.

\*Source: [US DOL](#)

# Features designed to help you quickly tackle your HR

- ✓ 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?

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Does an I-9 form need to be updated when an employee has a name change?

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Should we ban romantic relationships in the workplace?

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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?

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How do we calculate whether we're covered under FMLA?

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Can an employer legally make their employees use their accumulated vacation hours?

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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

**Ready to get HR On-Demand? Let's get started.**

**CONTACT ME**

**RABco Payroll Services**

support@rabcopayroll.com

626-479-2022

rabcopayroll.com