



Who do you call when you have an HR need?

Bringing It All Together

to Guide Your People Risk Management Strategy



Real Answers from Real Experts

There's simply no substitute for human experience and knowledge. Enjoy unlimited, immediate access to certified, experienced advisors to help navigate your people risk management issues.



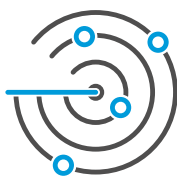
Content You can Rely On

Fully-integrated content combined with expert analysis of employment laws and regulations and best practice information to help you handle current issues and to better understand how to prepare for future issues.



Train Your Staff (and Yourself!)

Whether you train because you have to or because it's just a really good idea, we've got you covered with a full-featured learning management system with the industry's most comprehensive unlimited training catalog.



Stay Ahead of the Curve

You have enough on your plate just dealing with today's issues! Our team of attorneys and experts monitor and anticipate future challenges and prepare you through email and CE accredited webinars.



A Living Handbook

The industry's only wizard based handbook tool covering all 50 states, complete with policy change alerts to ensure your handbook is always up-to-date, accurate, and protecting your business as effectively as possible.



Tools, Forms, and Templates

Thousands of templates, tools, checklists, and policies to make your job easier. Resources include FLSA classification, performance management, salary benchmarking, interactive audits, job description builder, and more.

Good HR is Good Risk Management

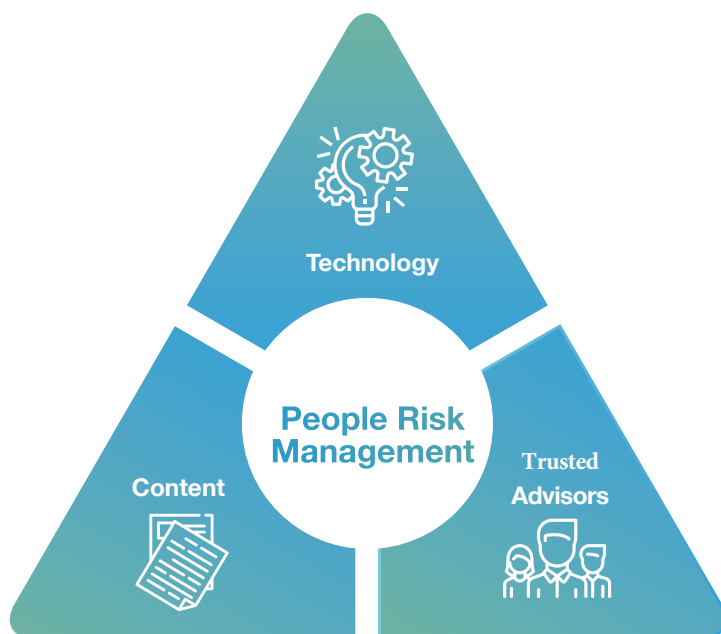
Employees are usually a business's biggest asset. Conversely, those same employees are also the biggest risk. If you have employees, you have employee-centric exposures, also known as people risks. These risks are rapidly increasing and evolving, and what were once considered minor problems are now potentially disastrous for businesses. These types of challenges often relate to:

- ▶ Discrimination, EEO, ADA
- ▶ Employee Relations
- ▶ Performance Management
- ▶ Policies and Procedures
- ▶ Recruiting and Hiring
- ▶ Conflict Resolution
- ▶ Hiring Practices
- ▶ Terminations
- ▶ Workplace Violence
- ▶ Culture and Engagement
- ▶ Leaves of Absence, FMLA
- ▶ PDL, USERRA
- ▶ Wage and Hour
- ▶ Worker Classification
- ▶ Workers' Compensation
- ▶ Benefits Compliance
- ▶ State and Regional Laws
- ▶ COBRA, ERISA, HIPAA, ACA
- ▶ Safety and OSHA
- ▶ Unlawful Harassment
- ▶ Substance Abuse
- ▶ Marijuana Laws
- ▶ Employee Mental Health
- ▶ Cyber Security

People risk is inevitable, and reducing it is no small feat given the array of potential risks, ever-changing legislation, and the need for future preparation and high impact expertise in the moment.

People Risk Management fills a critical need for businesses of all sizes, helping them build and maintain a strong culture, drive employee engagement and performance, and mitigate the numerous people-related compliance risks that exist in every organization.

And, the only way to ensure a comprehensive, end-to-end people risk management strategy is by incorporating three critical components:



Content

Organizations must have access to reliable knowledge related to all potential people risks, along with guidance on preparing for and managing those risks.



Technology

Like a handbook builder for easy creation and maintenance, or a learning management system to deliver powerful training content.



Trusted Advisors

The essential third component of a strong people risk management. We have access to advisors who offer expertise and guidance that HR and business leaders need to manage ongoing people risks.