



As the federal and state governments turn up the heat on compliance, is your HR department “working on a cure” or “treating the symptoms?”

**THRD's Comprehensive Compliance Assurance Services provides the systems, solutions & best practices for full workforce compliance!**

**T**he Human Resource Department, Inc. (THRD), a leading Cleveland-based HR consulting, project management, and HR temporary staffing firm, offers a suite of Comprehensive Compliance Assurance Services — including a proprietary six-point Human Resource Assessment — that can protect your company, as well as its management representatives, from significant liability and costly litigation.

The current economic and political climate is making the workplace compliance arena more challenging than ever before. Consider these powerful facts:

- The Department of Labor has submitted a FY 2012 budget with \$1.8B allocated for enforcement of employment laws. Moreover, the White House recently announced an unprecedented partnership between the Department of Labor and the American Bar Association to refer Family & Medical Leave (FMLA) and Fair Labor Standards Act (FLSA) complainants to private plaintiff's attorneys along with relevant information and documents.
- During the past two years, the Wage & Hour Division of the Department of Labor has hired more than 350 new investigators.

Many states and the federal Department of Labor have begun to conduct targeted audits aimed at finding employers who “misclassify” employees as independent contractors or exempt from overtime pay requirements.

Sticky compliance problems can arise as early as the pre-employment stage, with such issues as proper application, drug testing, and background checking procedures. Seemingly innocuous processes such as employment recordkeeping, payroll, and timekeeping are also fraught with potential legal jeopardy. Such concerns are often magnified by turnover in the HR department or with mergers, acquisitions, and the establishment of new sites.

**W**hile some companies engage outside law firms to deal with difficult compliance issues, the legal opinions they provide may not incorporate the most practical or pro-active HR solutions. On the other hand, THRD's compliance consulting team brings together in-house employment law expertise with HR best practices specialists who can *diagnose, correct, and recommend suggestions to avoid non-compliance*. This enables clients to focus on helping their company meet its business objectives.

To learn more about THRD's Comprehensive Compliance Assurance Services — or to discuss any other specialized HR consulting and staffing issues — contact **THE HUMAN RESOURCE DEPARTMENT AT 216.292.6996** **INFO@THRD.COM OR VIA OUR WEBSITE AT WWW.THRD.COM.**

