



### **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.



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





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



## \$50,000

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



\$7,000

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



## \$1,000

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

# The importance of an effective hiring and onboarding process



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



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

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