



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.

Source: Hiscox (2017)



\$10,000

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

Source: U.S. Department of Labor



\$75,000

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

Source: ADA.gov



\$9,753

Minimum penalty for each Occupational and Safety Health Act (OSHA) violation

Source: Osha.gov



30%

of employee's first-year earnings

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

Source: Business.com



\$1,000

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

Source: U.S. Department of Labor

Most challenging HR and compliance issues

63%

of employers found Federal law and regulation changes challenging.

Source: State of HR Report (2021)

59%

of employers found State law and regulation changes challenging

Source: State of HR Report (2021)

34%

of employers found Local law and regulation changes challenging.

Source: State of HR Report (2021)

Employee Training

49%

of employers utilized Online Compliance and Training

Source: State of HR Report (2021)

75%

of employers plan to train employees on Harassment and Discrimination.

Source: State of HR Report (2021)

83%

of employers thought cost was the biggest factor when evaluating employee training.

Source: State of HR Report (2021)

When it comes to your HR, don't do it alone. Discover all the ways our HR services can help protect your business.

CONTACT ME

Nevada Financial Concepts, Inc.

hr@nvfinancial.com

702-733-0378

nvfinancial.com