

# COST EFFECTIVE WAGE AND HOUR LIABILITY PREVENTION

A BEST IN CLASS WAGE AND HOUR PROGRAM  
SUPPORTED BY EXPERTS

## WAGE & HOUR CURRENT STATE

### Current State of Wage and Hour Liability

Employers are spending more than a billion dollars annually to settle wage and hour liabilities. Common employer assumptions are fueling litigation, and assumptions about controlling liability are disrupting operations and increasing costs unnecessarily.

Employers make three assumptions that cost millions in litigation annually:

- **Their Payroll Services is Actively Managing Compliance**
- **Legal Counsel has endorsed their Wage and Hour systems, processes, and level of execution.**
- **Wage and Hour litigation risks can be effectively controlled by an HR Generalist.**

Employers reacting to painful wage and hour litigation are making assumptions about what they must accept to prevent a reoccurrence.

- **Paying a fortune in Meal and Rest Period Premiums is the only option**
- **Labor Costs must increase to be compliant**
- **HR and Payroll operating costs must increase to control risk**
- **Operations must submit to disruptive HR Processes to avoid future litigation.**

Employers spend hundreds of millions of dollars each year because they fail to demand that HR build systems, processes, and policies that are effectively supported and can prove they are producing compliant results cost-effectively.

# Build a Strong Compliance Chain with Employer's Guardian

Wage and Hour litigation prevention is dependent on components that work like links in a chain. If one link is weak or broken, the employer is at risk. Employer's Guardian builds strong compliance chains for our clients. A quick review of the Compliance Chain Components makes it clear that success is dependent on the strength of each link.

### Compliance Chain Components:

#### HR Policy and Document Management

EG prevents litigation that emerges from outdated policies, deficient compensation plans, notices, and documents. EG ensures that the hundreds of documents related to wage and hour compliance are kept in alignment with shifting regulations and evolving business practices.

#### Wage and Hour Process Design

Employer's Guardian knows that compliant policies won't produce compliant outcomes without well-designed processes, and there are dozens. EG customizes processes to meet business needs and compliance demands. Processes are designed to be user-friendly and efficient.

**Stay ahead of costly litigation. Connect with Employer's Guardian today to build a bulletproof wage and hour compliance strategy.**

### Compliance Chain Components (Continued):

#### Training Wage and Hour Participants

Solid Policies and Strong Processes won't produce compliant results if participants are not effectively trained. Employer's Guardian's proprietary Learning Management System delivers topic-specific training that is customized to align with business practices so that employees, managers, and payroll administrators all know what to do, when, and how.

#### Monitoring Key Performance Indicators

Every business process that consistently produces great results is being monitored and make adjustments timely when needed. EG identifies wage & hour KPIs that monitor programs that can produce risk. Real-time results are tracked on dashboards, and risks are consistently minimized.

#### Wage and Hour Technical Expertise

EG's wage and hour experts do more than build policies and keep them current, we bring process design experts to table, training content developers, and apply process management strategies rarely seen in an HR department.

**Unlock the strategic potential of compliance. Speak with an Employer's Guardian expert today to transform how you manage wage and hour requirements.**

## Additional Employer's Guardian Service

### Offerings

Employer's Guardian provides industry-leading Human Capital Management systems and services designed to mitigate risks and enhance customer service, productivity, and profitability. We offer both Consulting and Outsourcing options.

#### Solutions Include:

##### HR Foundation:

The HR Foundation Program at Employer's Guardian focuses on the building blocks that must be designed, maintained, implemented, and consistently applied to optimize results. HR policies, documents, forms, and notifications integrate standards of performance by position while meeting the compliance demands of shifting regulations. Together, these materials are the foundation that all other HR, Performance, Employee Protections, Safety, and Payroll Programs are built upon and must align.

##### Performance Management Program:

EGExcel is our Performance Management program. Employee performance levels rise, the duration of performance challenges is regularly reduced by 47%, involuntary terminations half the national average are being attained, managers spend less time on underperforming employees, and litigation rates plummet. Our systems, processes, and robust support focus on making managers effective and employees successful.

##### LOA & ADA Management Program:

Our Leave of Absence and Accommodation Management programs don't compromise. Compliance is managed at every stage, employees receive quality support timely, managers with employees on protected leaves act with confidence, and the entire program is amazingly efficient. While many employers spend 45 minutes or more per open case per week, our program consumes less than 8 minutes. Save time, improve everyone's experience, reduce costs, and minimize litigation risk.

#### Solutions Include (Continued):

##### Safety – OSHA- Worker's Compensation Program

Employer's Guardian designs and maintains your OSHA-mandated Injury and Illness Prevention Program (IIPP). Required training is developed and deployed through EGLearning, an automated learning management system Employee injury cases are managed by experts who ensure employees recover faster. . Injury case tracking and all required reporting is managed. Ultimately, our program reduces the frequency of injuries, ensures compliance is maintained, and costs are minimized.

##### Payroll Services

The only way to minimize the costliest of employment litigation risks is to have a payroll service that actively participates on the compliance team. EGPAYROLL takes that responsibility seriously and is a rarity in the payroll industry. Payroll representatives manage 75 accounts or less while the industry average is over 250 to 1. Payroll is delivered on the industry leading UKG platform and supported by topic experts. Costs are competitive, while the results are industry-leading.

##### Scalability & Flexibility:

Our services are designed to grow with your business. Whether you're expanding into new markets or adapting to industry-specific regulations, Employer's Guardian provides scalable solutions that evolve with your organization's needs.

**Learn About All the Benefits Our Programs Produce, How They are Achieved, and What Our Client's Say.**

# Take the Next Step

Unlock the strategic potential of compliance.

Speak with an Employer's Guardian expert today to transform how you manage wage and hour requirements.

## GET STARTED TODAY:

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