Compliance HR

OVERWHELMED BY EMPLOYMENT COMPLIANCE ISSUES?

THE SIMPLE COMPLIANCE SOLUTION IS HERE.

The Navigator Suite™ of applications provide quick, cost-effective and comprehensive answers to the most complicated employment compliance issues you will confront in an ever-changing and complex environment.

LET US HELP YOU KEEP A MINOR MISSTEP FROM BECOMING A HUGE LIABILITY.

- Avoid misclassification of independent contractors
- Understand complex federal and state rules
- Sidestep the growing trend of lawsuits, agency investigations, and tax audits
- Improve efficiency and effectiveness with our revolutionary technology

WWW.COMPLIANCEHR.COM INFO@COMPLIANCEHR.COM | 646.402.6233 | @COMPLIANCE_HR

REVOLUTIONARY SUPPORT FOR YOUR EMPLOYMENT COMPLIANCE NEEDS

ComplianceHR offers a unique suite of intelligent, web-based compliance solutions that deliver clear and actionable results with every use. Our solutions empower you to improve compliance and reduce risk with unparalleled accuracy at a fraction of the traditional time and cost.

The Navigator Suite™ combines the unparalleled experience and knowledge of Littler, the world's largest global employment law practice, with the power of Neota Logic's innovative intelligent software platform.

EXEMPT OR NON-EXEMPT?

MAKE THE CALL WITH CONFIDENCE WITH NAVIGATOR OT

The DOL's final rule revising the white-collar overtime exemption regulations is effective December 1, 2016. Organizations will need to make the call: exempt or non-exempt - employee by employee, position by position. The consequences of choosing correctly have never been higher. Mindful of the increasing complexity and high stakes of these decisions, we developed Navigator OT.

Navigator OT applies all applicable federal and state tests as well as over 1,800 reported court decisions and DOL opinion letters – distilled, dissected, weighted and tested by Littler's leading wage-hour experts. The result is a clear, actionable risk assessment pegging the strength of each applicable exemption, delivered with expertly reasoned suggestions on how to lower the risk of misclassification.

EMPLOYEE OR INDEPENDENT CONTRACTOR

THE NEW NORMAL OF 1099 COMPLIANCE

Independent contractor misclassification is perhaps the most difficult compliance issue that companies face today – with three different legal tests under federal law (IRS 20-factor, Fair Labor Standards Act (FLSA) "economic realities" and the Darden common law test) and up to four different legal tests in each state layered on top of the federal (tax, wage-hour, unemployment and workers' compensation).

To tackle this increasingly complex compliance dilemma, Navigator IC offers the first-ever intelligent compliance solution to independent contractor misclassification.

SEE THE DIFFERENCE

THE INDEPENDENT CONTRACTOR APP

Navigator IC reduces the time-consuming and confusing IC analysis with an easy-to-use questionnaire, analyzing each individual fact pattern under federal and state tests, and delivering an actionable risk assessment that provides:

- An individualized result for each worker
- Tips for lowering the risk score
- Summary of applicaple laws
- Transcript of questionnaire answers

Reduce your risk.
Talk to us today.

FT FINANCIAL TIMES INNOVATIVE LAWYERS 2015 AWARD WINNER

WINNER 2016 TOP HR PRODUCT Human Resource Executive WINNER 2016

ComplianceHR

The first ever and only, award winning suite of intelligent employment applications delivering expert guidance at internet speed and scale.