



**An all-in-one
HR services solution**
for strategy, compliance
and support



Does HR really matter for small businesses?

HR services are vital for businesses of all sizes in our fast-paced world. They provide needed expertise and guidance on a variety of complicated topics, such as:

- ✓ Recruiting, onboarding and retention
- ✓ Employee performance
- ✓ Compensation
- ✓ Corrective conversations and terminations
- ✓ Benefits administration
- ✓ Company policies
- ✓ Employment and labor laws
- ✓ New and changing regulations or industry standards

But this kind of help can seem out of reach for small businesses with limited resources.



Believe it or not, compliance **saves you money**

A Globalscape study reveals being non-compliant with employment regulations can cost you almost 3 times as much as being compliant.

+45%

The average cost of non-compliance
has risen more than **45%** in 10 years

2.71x

The cost of non-compliance is 2.71 times
higher than the cost of compliance

But we get it ...

HR work is difficult

Tracking laws and regulations is overwhelming

Rules and regulations evolve quickly, and tracking — let alone understanding them — is complex and time-consuming. Ignoring these changes puts your business at risk of expensive non-compliance penalties and employee dissatisfaction.

Facing financial penalties and legal repercussions is stressful

Being non-compliant can have painful consequences for business owners, like paying government agencies' financial penalties or being exposed to employee lawsuits. Not being compliant can average more than \$30,000 for a business.

Engaging and motivating a workforce is challenging


Reskilling and upskilling staff is one of the most efficient ways to keep morale and retention high. When employees are not trained properly, they can be less productive and eager to leave their position quickly — which can significantly affect the overall performance of a business.



Hiring HR staff is expensive

\$73,080 is the average salary of an HR specialist in the US²



A person's hands are visible, writing in a notebook on a wooden desk. In the background, a laptop and some papers are scattered on the desk. The scene is lit with warm, natural light, suggesting an office or home workspace.

So what do you do?

Put HR on the back burner and hope for the best?

Ignoring HR tasks and compliance issues endangers your business.

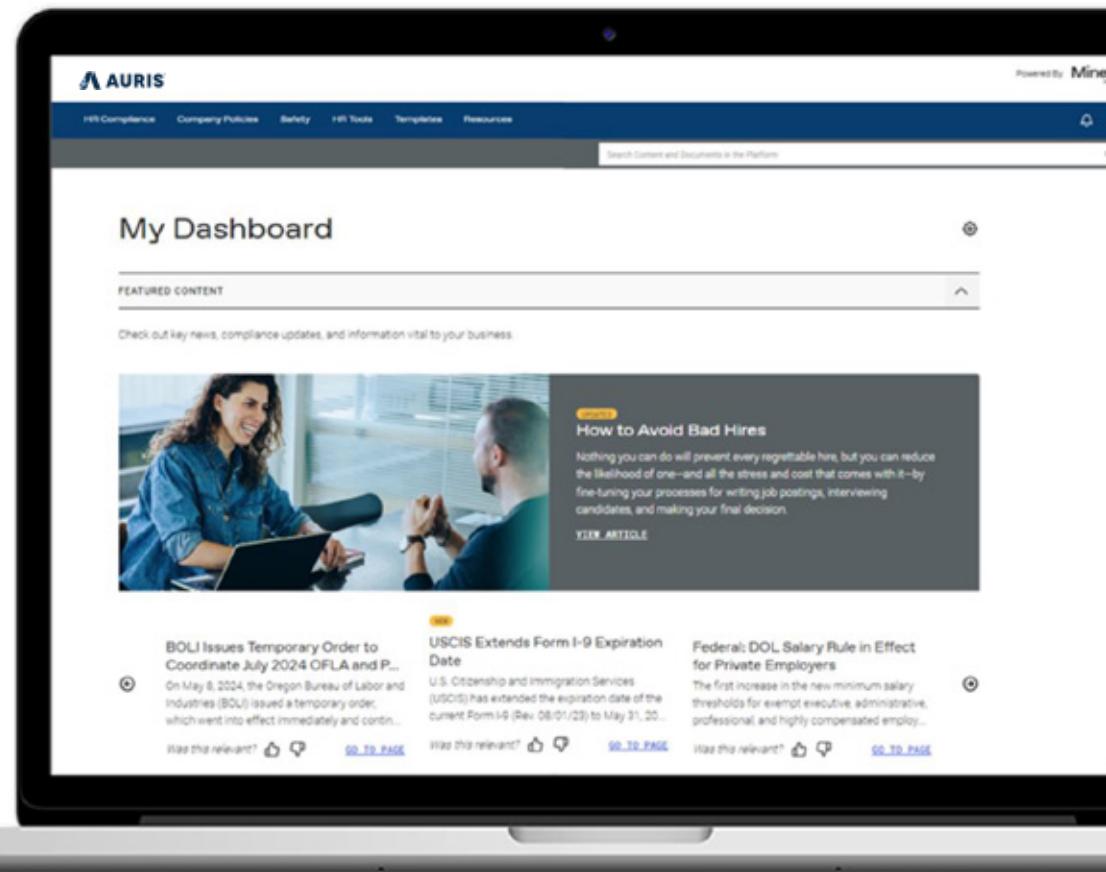
Searching the internet to find answers yourself is confusing and unreliable.

But hiring a full-time, in-house HR expert isn't easy on the wallet.

Save stress, time and money with Auris HR Services

If you want your business to flourish while minimizing the stress of penalties and legal issues, Auris HR provides the business stability and peace of mind you need.

- ✓ **Fix time-sensitive HR issues**
- ✓ **Get up-to-date legal insights**
- ✓ **Proactively manage compliance requirements**
- ✓ **Benefit from the expertise of a dedicated HR partner**
- ✓ **Organize employee training and development**



Fix problems with **HR on Demand**

Receive unlimited assistance from a rotating team of certified HR professionals, a 24/7 HR resources hub and timely compliance alerts.

HR On Demand, a solution powered by Mineral, is a part of the **Payroll+ Complete** plan. It will get you the support you need in many areas, like staff management, compliance with employment and labor laws, job description and salary comparisons, data protection and more.

You'll get access to an **online HR and compliance platform** powered by an innovative mix of data, technology and human expertise that will provide everything you need to keep your organization on track.



Mineral platform

Get tools, resources and easy-to-understand, actionable information with enhanced software.



Mineral HR experts

Take advantage of unlimited access to a team of experts, ready to answer your HR questions.



Mineral intelligence

Receive proactive alerts to help you stay on top of changing HR and compliance regulations.



Smart employee handbook builder

Use the guided interface to create, manage and maintain a federal and single-state compliant handbook.



Get proactive with **HR Complete**

Think of HR Complete as a “big company” HR services solution designed for small businesses.

HR Complete gives you all the capabilities of HR On Demand, plus everything a premium HR Solution can offer. With the advanced Guided HR feature, you’ll be able to:

Take advantage of powerful solutions and make more strategic moves with the help of a trusted, dedicated, SHRM-certified HR partner that can help you create a strong HR and compliance foundation.

Streamline handbook creation and update processes with Smart Employee Handbook Plus — it even has multi-state and Spanish language capabilities.

Upskill and reskill employees with over 140 diverse employee training courses and development programs, including a premium workplace harassment course.

You deserve peace of mind. **Auris delivers.**

Reduce risks for your business

Protect yourself from painful financial penalties, high employee turnover and lawsuits due to non-compliance.

Get ahead of compliance requirements

Save time and stress with notifications, resources and guidance whenever laws and regulations change.

Increase employee productivity and retention

Use the resources and guidance you'll gain to create a more thoughtful employee experience that keeps staff fully trained and eager to stick around.

Focus on the most important parts of your business

Simplify your daily routine and leave chaos behind. No more searching or wondering — with our services, support is just a click or a call away

Level up your business with personalized guidance

Rely on your dedicated HR partner to guide current work and next steps. You'll also have a library of HR tools, templates and training available 24/7.

Lower long-term HR costs

Navigate through turbulence safely with HR on Demand and get the benefits of a full-time, in-house HR staffer for a fraction of the cost with HR Complete.





Contact our **sales representative** for more information.

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¹ Study "The True Cost of Compliance with Data Protection Regulations" by Ponemon Institute and Globalscape 2017

² "Occupational Employment and Wages, May 2022 —13-1071 Human Resources Specialists" by The Bureau of Labor Statistics 2022