

Overcoming HR Resistance & Streamlining Multistate Compliance with Asure's HR Compliance



Challenge:

The COO of a company with operations in 15 different states understood the risks of not having Human Resource Compliance (HRC) services in place but faced resistance from the business owner. The owner believed HR services were unnecessary, thinking they would give employees more reasons to complain. Managing compliance across multiple states added another layer of complexity, making it difficult to stay updated with regulations such as FLSA and state-specific employment laws. The business struggled to maintain compliance and address employee relations efficiently.

Solution:

The COO partnered with Asure to address these challenges. Asure's consultant worked directly with the COO to provide comprehensive HR support, focusing on compliance across all 15 states. Weekly meetings were established to tackle ongoing employee relations issues and plan strategically for any upcoming changes or initiatives. The Asure consultant also created custom employee handbooks for each state, helping the business navigate varying regulations. The consultant provided on-call support for urgent matters, offering both proactive and reactive HR solutions tailored to the company's needs.

Results:

Through this partnership, the owner began to see the value of outsourced HRC services, recognizing how Asure helped resolve key compliance and employee management issues. Asure's customized solutions, including 15 different state-specific handbooks, ensured that the company remained compliant across all locations. The benefits team worked closely with Asure to streamline retention and leave policies. The business now enjoys a smoother operation, avoiding costly compliance failures and employee disputes, saving time and money in the process.

"Of all the money we spent last year, hiring you as our HR consultant was the best decision. We never received the customized service that we get from you."

Actionable Insights:

- The company saved at least \$100K in annual salary by not needing an on-site HR Manager.
- Asure's support also freed up significant COO time, allowing leadership to focus on business growth.
- By staying compliant with state and federal regulations, the company avoided potential litigation costs, saving them from considerable financial losses.

Results When Companies Choose Asure HRC:

- » **15% decrease** in employee turnover rate
- » **25% reduction** in cost per hire
- » **30% faster** time to fill positions
- » **100% compliance** (risk reduction)
- » **15% increase** in diversity & inclusion
- » **10% increase** in productivity
- » **15% cost reduction** due to better quality hires
- » **12% retention increase** with compensation competitiveness