

## Product Datasheet

# COMPLY

Comply delivers fully-integrated content combining expert analysis of employment laws and regulations, best practice information, and high impact delivery that shows HR leaders what to prepare for, provides the guardrails for when something happens, and outlines the necessary steps to move forward.

## Comply Features



### Comprehensive Library

Extensive guidance explains laws and provides sample policies and HR best practices to assist businesses with risk management before, during, and even after it is exposed.



### Powerful Tools

Powerful tools to help businesses manage their day-to-day tasks while mitigating the numerous people-related compliance risks that exist in every organization.

### Costs associated with an ineffective people risk management strategy:

up to  
**80%**

of turnover is due to  
bad hiring decisions

**275** days  
**125K**

average time and cost to  
settle a discrimination claim

**16 -  
213%**

of an employee's annual salary  
is the cost associated with  
losing that employee

## HR, Compliance, Benefits & Safety Content Library

- ✔ Federal, state specific, and even local legislation for many large markets throughout the US.
- ✔ Guidance that benefits all business sizes, from small to large.
- ✔ Content curated by a team of attorneys and compliance experts ensures library is accurate, current, and reliable.

The image displays three screenshots of the ThinkHR Compliance website. The top-left screenshot shows the 'The Federal Family and Medical Leave Act (FMLA)' page, which includes an overview, a list of topics, and a 'Filter by State' map of the United States. The top-right screenshot shows the 'Job Description Builder' tool, which allows users to generate job descriptions by entering a job title. The bottom screenshot shows the 'WAGES AND HOURS' section, which lists various topics such as Minimum Wage and Overtime, Wage Payment, Meal and Rest Periods, Employment of Minors, Independent Contractors, and Payroll Taxes and Withholding. Each topic has a brief description and a link to the relevant content.

## Critical Performance Tools

- ✔ Q&A database
- ✔ Job description builder
- ✔ Performance review tools
- ✔ Salary benchmarking
- ✔ Compliance guidelines
- ✔ State and federal employment law
- ✔ HR compliance news
- ✔ Hiring and termination guidelines
- ✔ HR processes checklists
- ✔ Thought leadership
- ✔ Shareable content
- ✔ Health Care Reform Center
- ✔ HR audit checklist
- ✔ Compliance calendar

\* Plus employee handbook builder (federal plus one state)!