

## Expert HR Advice and Time-Saving Tools

HR On-Demand by Workforce Go is a comprehensive solution designed to address your HR needs efficiently. With HR On-Demand, our goal is simple: help you solve your HR problems with clear, straightforward guidance from our team of certified HR Advisors.

### How it Works

With expertise in more than 25 HR practice areas, we've got you covered. Whether you need assistance with compliance, employee relations or performance management, our advisors are here to provide the support you need to navigate the complexities of human resources effectively.

### 3 Valuable Benefits of HR On-Demand

#### Avoid Costly Mistakes:



Our HR Advisors can help you save thousands of dollars in HR costs and penalties.

- **30%** of that individual's annual salary\*
- **\$10,000:** Potential penalty for wage & hour under the Fair Labor Standards Act.\*
- **\$16,131:** Potential Fine for each Occupational Safety and Health Act (OSHA) violation. The maximum penalty for willful or repeated violations is \$161,323 per violation.\*

#### Save Time:



Employees who manage HR spend up to 25 hours a month searching for HR answers. With help from our team, you get the guidance and resources you need quickly and reliably from experienced HR professionals.

#### Get Peace of Mind:



Our HR Advisors have an average of 16 years of experience. They provide expert, proven guidance so you can confidently tackle your HR issues and stop searching HR message boards for answers.

### Features designed to help you quickly tackle your HR

- Practical, live HR advice
- HR ticket history
- HR Concierge live chat assistance
- Law library
- Law alert notifications
- Resources covering common employer laws including ACA, FLSA, and FMLA
- Sexual harassment prevention training
- HR trainings
- HR Advisor newsletter
- HR fitness test to assess HR gaps
- Ask the Advisor Q&As
- Guides on popular HR topics
- Proactive handbook builder
- Policy customization
- Custom job descriptions
- New hire kits
- HR forms, templates and policies library

## Common issues that our HR Advisors help solve

- We received a complaint about harassment. How should we respond?
- Does an I-9 form need to be updated when an employee has a name change?
- Should we ban romantic relationships in the workplace?
- How do I keep an employee at will but require them to give notice before leaving?
- Can the same person be both an employee and an independent contractor?
- How do we calculate whether we're covered under FMLA?
- Can an employer legally make their employees use their accumulated vacation hours?
- Do you recommend reducing hours as a disciplinary measure?

## Our HR Advisors by the numbers

- 16 average years of experience
- 4.9/5 client satisfaction rating
- 95% of clients would recommend us

Ready to transform your HR experience with HR On-Demand?

For a demo or more information, contact us at [myworkforcego.com/contact](https://myworkforcego.com/contact).