

HR COMPLIANCE AUDIT:

# YOUR RISK REALITY CHECK



**The hard truth:** Noncompliance costs \$14.82M annually.  
Your HR house probably isn't as clean as you think.

## WHY AUDIT NOW?



**DEAL KILLERS:**

Due diligence teams  
will find your  
compliance gaps



**CLASS ACTION  
MAGNETS:**

Misclassified employees  
= scaling lawsuits



**LEADERSHIP TAX:**

Every gap steals your  
time from growing  
the business

## WHAT GETS AUDITED?

**Hiring & Onboarding**

I-9 forms • Background checks • Offer letters

**Compensation & Payroll**

Employee classification • Overtime calculations • Pay equity

**Documentation & Records**

Retention schedules • Medical privacy • Digital security



## RED FLAGS = GET HELP NOW

- ▶ Multi-state employees, single-state policies
- ▶ HR policies unchanged 2+ years
- ▶ Classifications based on titles, not duties
- ▶ Leadership spending 20+ hours/week on HR fires
- ▶ Upcoming funding/acquisition discussions

## THE REAL ROI

Beyond avoiding lawsuits:



Reclaim leadership bandwidth for growth



Professional employee experience = competitive advantage



Clean compliance = transaction-ready



Scale without constant HR firefighting

**Real example:** Listen Technologies freed 20-40 hours/week of leadership time by fixing their HR infrastructure.

## THE EXECUTIVE DECISION

Can your team:



Conduct systematic compliance reviews while running operations?



Navigate federal, state, and local employment law?



Objectively evaluate systems they built?

**If "no" or "maybe" → You know what to do.**

### THE TRUSTED HR PARTNER FOR THESE BUSINESSES



## READY TO STOP PLAYING COMPLIANCE ROULETTE?

Get expert HR support without the cost or complexity of a full-time hire.

[Schedule Your Free HR Consultation](#)