Mineral MITRATECH

Mission HCM

Non-compliance costs and compliance benefits.

We know that you know how important HR and compliance are for the workplace. But the people you work with may not understand the costs of non-compliance.

The costs of non-compliance:

Lawsuits – $250K
average verdict against employers for non-compliance. Statistically, 1 in 4 employers are sued every year for HR compliance violations.

Source: "The real cost of poor HR and compliance," NEMR Total HR, 2022.

Annual costs – $14.82M
average cost of HR non-compliance, a number that's risen 45% over the last 10 years.

Source: "The ultimate cost of non-compliance on your business," SumTotal HR, 2021.

Compliance readiness – 6%
small businesses that are "very-prepared" to achieve success in HR and compliance.

Source: State of HR Report, Mineral, 2023.

Stress – 57%
small and mid-sized business leaders who struggle with HR compliance.

Source: State of HR Report, Mineral, 2023.

86%

of surveyed organizations rate Mineral's Workplace Harassment Prevention as 4 and above out of 5 by the value it brings to their business.

Source: TechValidate Survey Of 71 Clients Of Mineral With An Employee Count of100 – 150

84%

of surveyed organizations rate Mineral's Workplace Safety training as 4 and above out of 5 by the value it brings to their business.

Source: TechValidate Survey of 56 Clients of Mineral With An Employee Count of100 – 150

The benefits of compliance:

On the flip side, there are real benefits of being on top of HR and compliance.

1. Reduce risk of lawsuits and fines
2. Enjoy peace of mind
3. Improve operations and safety

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What our clients are saying:

> Using Mineral has given me peace of mind and I don't have to worry about if the resources are accurate. It is exactly what I need to make sure my business is compliant with current employment laws. When I've called about an HR question, my questions were answered and I was able to resolve my issue. I'd be lost without Mineral!

Debbie Abruzzo, Office Manager
Marion Company, LLC.

> I am always pressed for time, every day. Instead of calling an attorney, I am able to rely on Mineral to provide excellent information from a single platform. Mineral has saved me so much time, money, and headaches. It's a life saver!

Emily Fagan, Operations Manager
IMPAX Automation, LLC.

For more information, please visit **trustmineral.com**.

About Mineral
Trusted by more than 1 million companies, Mineral combines data, technology, and human expertise to take the guesswork out of HR and compliance. Partnering with insurance brokers, PEOs and HCMs, Mineral has built the largest HR community in the U.S. Mineral was formerly known as ThinkHR and Mammoth. Learn more: **trustmineral.com**. ©2023 Mineral, Inc. Flyer-NonComplianceCosts-BB-20230919

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