



COMMONWEALTH
PAYROLL & HR

Transform Your HR Game

December 17, 2024



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| Webinar Goals

- Guide employers to understand HR complexities
- Educate attendees on CommPayHR's new services
- Discover the best-fit HR service plan



| How Confident Are You In Your Employer IQ?



| Stages Of Being *'The Employest'*



Compliance:

- Legal requirements, exempt/non-exempt classifications, multi-state challenges.

Best Practices:

- Establish efficient processes.

Culture & Leadership:

- Create policies that align with company values and foster a positive culture.

Let's Test Your Confidence

Exempt vs. Non-Exempt

- Proper classification avoids wage & hour penalties.
- Regularly review job duties & salaries to ensure compliance as roles evolve.

Overtime

- State regulations can vary significantly.
- Failure to comply can lead to costly fines.

Handbook

- Outlines rules, responsibilities, & expectations.
- Promotes uniform application of policies.



Let's Test Your Confidence

Multi-State Complexities

- Wage laws, leave policies, and employment practices vary significantly by state.

Remote vs. In-Office Considerations

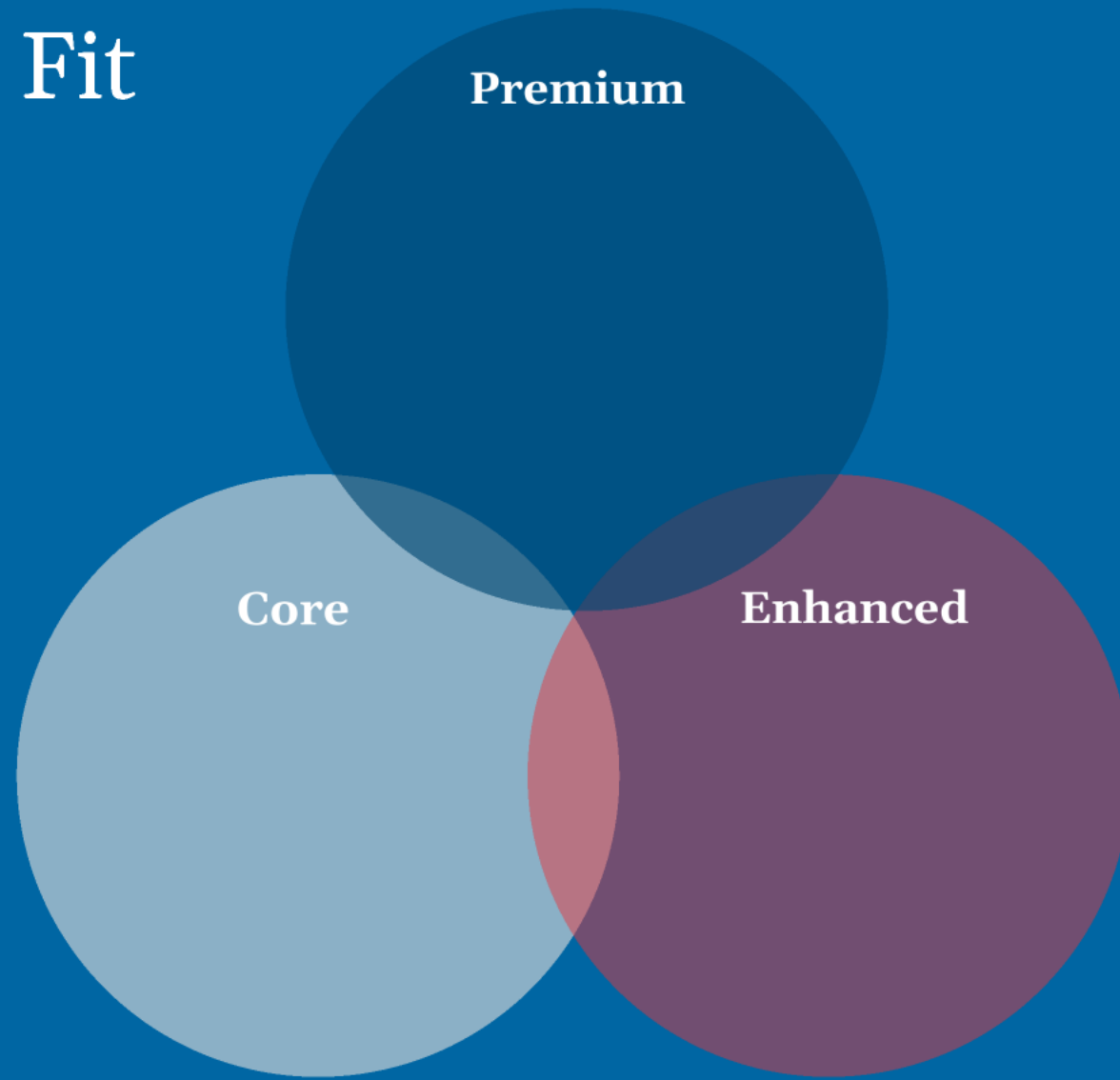
- Address potential tax and compliance challenges.

Pay Transparency

- Pay transparency laws are emerging in many states, requiring disclosure of salary ranges.



Finding The Right Fit



Core

- Commonwealth Compliance Center
- DIY Handbook Creation
- On Demand HR Experts
- Access to CommPayHR's Business Partner
- Annual HR Check-In

Enhanced

- Commonwealth Compliance Center
- Assisted Handbook Creation
- On Demand HR Experts
- Guidance From CommPayHR's Business Partner
- Quarterly HR Check-In
- HR Assessment With Action Plan

Premium

- Commonwealth Compliance Center
- Guided Handbook Creation
- On Demand HR Experts
- A Dedicated CommPayHR Business Partner
- Quarterly HR Check-In
- Ongoing HR Assessments With Action Plans

Action Items

Identify your needs:

- Tools
- Guidance
- Full Partnership

Staff augmentation/Project-based HR needs:

- Management training
- Compensation study
- HR GAP analysis



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Questions?



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Thank you!



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