

Technology businesses save \$43,500 annually with our People Risk Management solution.

## Typical Technology Issues We Resolve

### ✔ Recruiting/Immigration

We are recruiting for electrical engineers and have had several applicants who state they need sponsorship. How do we know if we can sponsor someone? Can we ask if an employee needs sponsorship on the application?

### ✔ Independent Contractors

We are looking for a developer to work on a short-term project with other members of our product development team. How do we hire that person? Since it is a short-term project, can we 1099 the person?

### ✔ Compensation

Can a CEO/owner pay himself a salary of \$1 to decrease costs?

### ✔ Fringe Benefits

What are the risks of an unlimited PTO policy?

### ✔ Interns

What are the rules for unpaid interns? How many hours can interns work?

## Annual Value

for 200 EE Technology company

### Live Advisors

**\$8,000**

### Living Handbooks

**\$2,000**

### Training

**\$26,000**

### Job Descriptions

**\$5,000**

### FLSA Classification

**\$2,500**

### Total:

**\$43,500**

## Trusted Guidance, Content, and Technology



### Advisory Services

Create a high-performing organization in record-time. Access a best-in-class library chock-full of templates, forms, and checklists that ensure your company is compliant. You'll love our up-to-date, accurate, user-friendly tools.



### HR & Compliance Tools

Resolve employee issues promptly and accurately. Our certified advisors are standing by to answer questions, provide guidance, and follow-up with research to advise on sensitive issues like safety, attendance, and overtime.



### Training Solutions

Ensure your workforce is productive and safe. Easily deploy a training program tailored to your unique needs. Access an extensive library of courses in English and Spanish on topics including Cyber Security & IT, Hourly Employees & Sexual Harassment.

“ My go-to-source for HR questions and easy-to-understand answers. I highly recommend ThinkHR to all HR professionals! ”

- Katy L., Technology consulting industry, Rancho Santa Margarita, CA