

Real Estate businesses save \$30,250 annually with our innovative HR, compliance, and human capital solutions.

Trusted Real Estate Expertise

- **Credit Checks**
Our loan officers and underwriters must pass a credit check before starting work. Is this compliant with the Fair Credit and Reporting Act (FCRA)?
- **Reimbursement for Real Estate License**
Can we require an employee to reimburse the company for the cost of a real estate license if the employee leaves before 12 months of service?
- **Mortgage Loan Originators and Officers: Minimum Wage**
We have mortgage loan originators who are paid on a draw. Do we have to treat loan originators as non-exempt? If so, how do we pay minimum wage and overtime if no commissions are earned? Must the draw cover minimum wage?
- **Weapons in the Workplace**
We manage real estate and some of our employees live on the properties they manage. Would the company's ban on weapons in the workplace apply to the employee's own apartment, which is on the property they manage?
- **On-Site Managers and Rent**
Can we credit room and board toward the compensation package of onsite property managers?

Trusted Real Estate Tools & Training We Offer

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 Environmental & Climate Site Control and Site Safety & Health Plan.

Annual Value

for 200 EE Real Estate company

Consulting
\$13,000

Handbooks
\$1,250

Training
\$12,000

Job Descriptions
\$2,000

FLSA Classification
\$2,000

Total:
\$30,250



I am grateful for the knowledge and expertise of the HR advisors at ThinkHR."

- Sharon B,
Media, Pennsylvania