

Retail businesses save \$40,000 annually with our innovative HR, compliance, and human capital solutions.

Typical Retail Issues Our Experts Resolve

- **Deductions to Purchase Store Items**
Can we deduct incremental payments from employees' paychecks for retail goods they wish to purchase in our stores (i.e. refrigerators, washers, lawn mowers, etc.)? Can we treat the purchases as interest-free loans? What is the most that can be deducted from each payroll check?
- **Electronic Monitoring**
We want to put security cameras up in the stores to prevent theft. Do we need to have the employees sign a consent to be monitored agreement? What if they refuse?
- **Store Manager FLSA**
Can a retail store manager be exempt from the Fair Labor Standards Act (FLSA)?
- **Searches**
I understand we have the right to search company property such as lockers and desk drawers. Can we search personal property such as handbags, purses and lunch boxes at random times? Do we have to be able to prove reasonable cause for the search?

Trusted Retail 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 Customer Service Fundamentals, LOA and Compensation & Benefits.

Annual Value

for 200 EE Retail company

Consulting
\$7,500


Handbooks
\$3,000

Training
\$17,500

Job Descriptions
\$5,000

FLSA Classification
\$7,000

Total:
\$40,000

 Love you guys! Your team is my salvation at times. It helps to know that I can count on your team to help me help my folks who work out there. A BIG thanks for that!"

- Nick T., Retail Industry, Northbrook, IL