

**Construction businesses save \$44,500 annually with our innovative HR, compliance, and human capital solutions.**

## Typical Construction Issues Our Experts Resolve

- **OSHA Health & Safety Working Conditions**  
Are there special requirements for restroom facilities based on the number of employees? Must we provide drinking water to our outdoor workers?
- **Travel Time**  
We have a lot of employees who do not have a defined worksite and drive our company trucks to each site. Do we have to pay for the time driving to the site, since it is different every morning? What about employees who go to different sites during the workday?
- **FLSA**  
We are a small family-owned construction business and have questions about paying family members. Do we have to pay a child or parent prevailing wage on a public works job? Do we have to pay a spouse a wage for doing work?
- **ADA/Alcohol**  
An employee admitted to her supervisor that she has a problem with alcohol, but says that she does not drink while working. Can we require alcohol testing on the job as she is in a safety sensitive position, drives a company vehicle to job sites and performs work as a construction inspector?

## Trusted Construction 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 such as Injury Prevention, PPE, and Workplace Safety.

## Annual Value

for 200 EE Construction company

**Consulting**  
**\$13,000**

**Handbooks**  
**\$1,500**

**Training**  
**\$22,000**

**Job Descriptions**  
**\$4,000**

**FLSA Classification**  
**\$4,000**

**Total:**  
**\$44,500**



Having a trusted resource to help us with compliance is a huge help. ThinkHR gives me peace of mind!"

- Kathy O.,  
Commercial construction  
industry Waukesha, WI