HR Trends in 2023
The Great Workplace Evolution

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The Great Workplace Evolution

In a post-pandemic world, the workplace is undergoing far-reaching change. Companies are adapting as needed—often at breakneck speed—while modifying their core infrastructure (policies, procedures, training, and technology) to effectively support their employees and business.

Years from now, when we look back on this era, we'll see that we were living through the "Great Workplace Evolution" of our time.

As employers confront challenges that accompany transformation, HR will be called upon to help:

▶ Manage data protection and privacy in an increasingly cyber-insecure world

▶ Implement targeted strategies that boost employee engagement and minimize quiet quitting

▶ Transition workplace flexibility from a stopgap measure to a sustainable model

▶ Maintain compliance and manage a workforce in a complex regulatory environment

❯ **In this guide, our experts break down the HR trends expected to unfold in 2023 and best practices that can help your company evolve (and thrive) during your own workplace evolution.**

Trend **1** Data Privacy: Protecting Confidential Information and Augmenting Cybersecurity

Technological advances, ever-increasing cyberattacks, and an evolving regulatory landscape are primary reasons to prioritize data protection and privacy in 2023.

As a business owner, it's imperative that you secure and maintain data privacy, including the proper handling of employee and customer information, your business's financial and intellectual property data, and more. As data privacy requirements evolve and change to meet the demands of our increasingly complex digital world, it requires time, knowledge, and attention to keep pace with requirements that apply to your organization under the patchwork of privacy laws in the U.S.

Many federal laws have components that govern specific areas of data protection and privacy, but there is no single, comprehensive federal law regulating privacy, and some states have also enacted more comprehensive data privacy laws. Protecting information from data breaches and cyber attacks has also become more challenging. For example, Splunk and the Enterprise Strategy Group's 2022 survey of more than 1,200 security leaders revealed that 49% of organizations have recently experienced a data breach.

49%
of organizations have recently experienced a data breach

A significant percentage of data breaches can be attributed to employees' actions, according to Fred Penn, G&A Partners' data governance manager. These include:

- **Employee errors**

- **Lack of—or insufficient— system controls**

- **A growing number of remote workers using unencrypted technologies**

- **Risks posed by employees and employers using public servers – or cloud-based technologies**

- **Inability to monitor devices not connected to the company's system**

- **Loss or theft of devices or failure to retrieve confidential information from departing employees**

- **Internal attacks**

1 What's Driving This Trend?

In 2023, new data protection laws and regulations go into effect in California, Colorado, Connecticut, Utah, and Virginia, and more than half of U.S. states have active data privacy-related bills making their way through the legislative process. These laws address a broad range of data protection rights for consumers and employees. Businesses (and HR teams) should be poised to take required compliance action and pay close attention to the impact laws in other states have on the workplace.

Of note, California is the first state to provide expansive privacy rights to employees. Under the California Privacy Rights Act (CPRA) employees have the right to:

> Know about the personal information that the business collects about them.

> Delete personal information collected from them.

> Opt out of an employer's sale or sharing of their personal information.

> Opt out of a business's use of automated decision-making technology.

> Correct personal information that is inaccurate.

> Limit the use and disclosure of sensitive personal information, such as racial or ethnic origin, union membership, and biometric information, which includes a person's DNA, fingerprints, face, hand, retina or ear features, and odor.

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According to the <u>National Conference of State Legislatures</u>, in 2022, 24 states introduced legislation to regulate the collection and use of biometric information. Many are based on Illinois' foundational Biometric Information Privacy Act (BIPA) enacted in 2008, which prohibits companies from collecting or storing biometric data without providing notice, obtaining written consent, and making certain disclosures to consumers or employees.

In addition, 50 different state data breach notification laws in the U.S. require companies to notify consumers—and some state officials and agencies—when sensitive, protected, or confidential data is copied, transmitted, viewed, stolen, or used by an individual unauthorized to do so.

On the federal level, significant attention is focused on the <u>American Data Privacy and Protection Act</u> (ADPPA) (H.R. 8152), which proposes creating a comprehensive federal consumer privacy framework. It has not been voted into law, but the version sent to the U.S. House of Representatives by the House Energy & Commerce Committee (E&C) in mid-2022 has garnered strong bipartisan support.

In tandem with solidifying state, and possibly federal, data privacy laws, the public (and employees) increasingly demand proof that businesses are protecting their information. These emerging expectations mean organizations must continually implement strategies and cybersecurity tools that track and protect company data from cyberattacks, malware, ransomware, and data breaches. It also means businesses need to safeguard and track employee data and promptly fulfill requests to revise, delete or limit use of that information in the workplace.

Biometric data privacy is a subset of the data privacy equation, and regulators are taking notice as businesses increasingly use employees' biometric information for various reasons such as:

- Time management (biometric time clocks)

- Security access (fingerprint readers)

- Health plans (risk profiles)

1 How HR Can Help Your Business Bolster Data Privacy Policies and Practices in 2023

HR professionals can help companies comply with applicable data protection, privacy, and breach laws and monitor pending legislation. In addition, they can facilitate cross-functional teams that work together to implement data protection and encryption measures and develop comprehensive company policies and procedures that target cybersecurity risks and protect employee privacy.

Six Data Privacy Best Practices Recommended by G&A Partners

1 Audit and assess your needs.
For employee data, identify what personal information and documents you have, where it is stored, how long you've had it, and what retention rules apply. It's not necessary to keep documents longer than required, so consider purging what you no longer need. Then assess your current technology to determine if what you have is adequate to fulfill your needs.

2 Organize a team from various departments – Legal, IT, HR, for example – to discuss current and upcoming laws and how to address them based on your company's needs.

3 Employees are your main line of defense in protecting your company data. Consider creating a data protection campaign that will engage employees and build a culture that emphasizes their role in data protection.

4 Roll out regular education and training for employees and managers that begins with onboarding new hires. Weekly emails alerting employees to potential spams, simulated phishing attacks, and online courses will keep data protection front and center in employees' minds.

5 Once your employees have the knowledge of their role in protecting the company's data, create policies that hold employees accountable for their actions. Provide additional training for employees who need it, and don't be afraid to enforce the policies so employees will take your policies seriously.

6 If you're utilizing an HR outsourcing service/software, do a proper evaluation to ensure it can accommodate your new data privacy and protection requirements.

1 **Additional Resources**

- ▶ Small Business Cybersecurity Resource Kit

- ▶ Securely Storing Employee Files & Records

- ▶ A G&A Series: Social Media and the Workplace

- ▶ G&A Webinar: What Employers Need to Know about Workplace Privacy

Trend (2)

Targeted Change: Incorporating Strategies That Boost Engagement and Minimize Quiet Quitting

Over the past few years, employees began to reevaluate their work-life balance—looking at their jobs, career paths, and employers with fresh eyes. En masse, they lobbied organizations and entire industries to adjust job-salary ranges and bolster bedrock benefits with offerings that address their mental, physical, and financial well-being.

With businesses competing for talent, the ongoing, employee-led market put pressure on organizations to reassess their compensation packages, company cultures, and business strategies to keep pace with— and exceed—employee expectations.

② What's Driving This Trend?

Almost 100 million American workers have quit their jobs since the **"Great Resignation"** started in early 2021, and there is no guarantee that the trend will slow—or reverse—in 2023. Even if rising inflation and stressful economic conditions slow the pace, there is another movement taking shape due to fading employee engagement levels. It's called **"Quiet Quitting"** and refers to employees performing their required duties but nothing more—no late hours, no going "above and beyond," and little dedication to the job or their employer.

Though reasons for the new movement are up for debate, many experts agree that what tops the list are the lack of employee engagement and dissatisfaction with pay. And because these employees believe "it's easy to get another job"—they're not concerned about being fired or laid off.

"There are a lot of contributing factors to the trend, but it often boils down to how an employee believes they are being treated," says Tiffany Guthrie, G&A's manager of Advanced HR Support. "This can mean they feel their pay isn't commensurate with their workload and/or responsibilities or they may no longer feel connected to the company or their role in the organization—in a way that transcends a paycheck. Whatever the reason, the labor market is still hot, and what employees may have tolerated in the past, can now spur them to look elsewhere."

A **2022 Gallup poll** reports that quiet quitters make up at least 50% of the U.S. workforce, and HR professionals are taking note.

A recent **Society for Human Resource Management (SHRM) Research Institute** survey reports that more than half (51%) of HR professionals are concerned about the negative impact of the trend. The survey found that:

- 83% believe it will decrease employee morale in the workplace

- 75% report struggling more than usual to motivate employees to go above and beyond

- 70% believe it will decrease employee productivity

- 50% believe it will decrease the quality of employee work products

> **"There are a lot of contributing factors to the trend, but it often boils down to how an employee believes they are being treated."**
>
> Tiffany Guthrie,
> G&A's manager of Advanced HR Support

(2) How HR Can Guide Organizational Change in 2023

2023 is the time to analyze what strategies have—and have not worked for your business over the past few years, so you can identify sustainable practices and systems that reflect your employee's evolving needs. Your HR representative or partner can be an invaluable resource in this effort—providing you and your managers with steps you can take to help manage change and boost employee engagement levels in your organization.

Five Change Management Best Practices to Consider

1 **Do a Deep-Dive with Employees**
The best way to find out what your employees want, and need, is to ask them. Your HR representative can help plan and facilitate your efforts to gather employee opinions, ideas, and feedback. They can also collect qualitative and quantitative data through employee surveys, HR analytics tools, one-on-one conversations, and "stay interviews" to help strategize and make proactive organizational changes.

2 **Assess Your Total Rewards Strategy**
As inflation and the threat of an economic recession put pressure on pocketbooks, employers are looking for affordable ways to avoid the high cost of employee turnover by helping workers manage rising costs. Instead of focusing solely on wage or salary increases, G&A Partners HR advisor Arielle Carver says that her clients are considering a variety of incentives, such as one-time or retention bonuses, gas stipends, hybrid or remote work options, gift cards, company-paid lunches, and additional paid time off (PTO).

3 **Refine or Redefine Managers' Roles**
As the modern workplace changes, the role of managers should evolve as well. Today, the most effective managers are equal parts leader, coach, mentor, and advocate. They help cultivate their employees' careers and provide clear pathways for growth to improve retention and develop future company leaders. But in many organizations, managers don't receive the training necessary to become a positive driving force for employees. In fact, Gallup's poll found that only one in three managers today are engaged at work. Focus on reskilling and supporting your managers so they are better positioned to successfully guide and inspire their teams.

4 **Refocus Recruiting, Onboarding and Retention Efforts**
Companies are facing significant employee recruitment and retention challenges. As they navigate changes in the workplace, HR personnel are tasked with refining recruiting strategies to meet candidates' preferences, implementing dynamic and comprehensive onboarding programs, and designing retention strategies that encourage employees to stay. It's estimated that about one in three new hires will leave a job in the first 90 days, according to the 2022 Job Seeker Nation Report, so an excellent onboarding experience is a must.

5 **Delve into Generational Values**
Employees of all ages—and generations—say company culture impacts their decision to accept a job offer. However, Baby Boomers, Gen Xers, Millennials, and Gen Zers value different aspects of company culture. "All four generations in today's workforce value different programs, policies, and benefits, presenting challenges and opportunities for organizations that are looking to attract and retain top talent," said Leslie Patterson, EY Americas and US Diversity, Equity and Inclusiveness Leader, in EY Americas' "2022 EY US Generation Survey reveals impact company culture plays in employee retention."
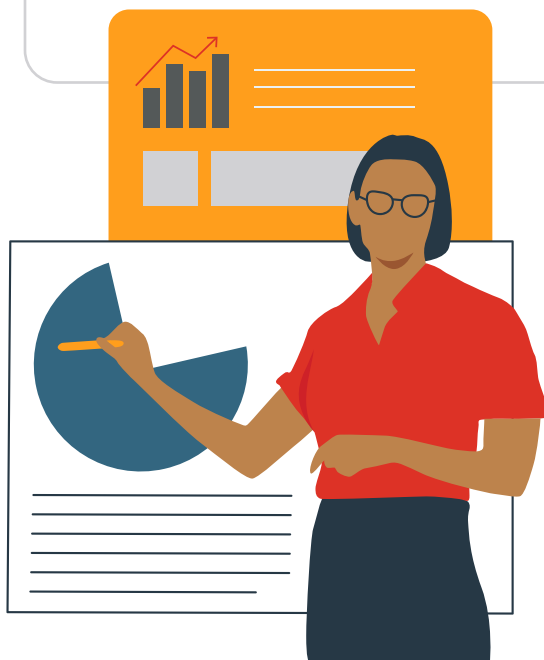
2 Additional Resources

▶ [Why Employee Engagement Is The Secret To Workplace Happiness](#)

▶ [Creating An Exceptional Employee Experience](#)

▶ [Avoid a 'Turnover Tsunami' with HR Strategies that Shelter and Support Your Workforce](#)

▶ [7 Tips To Keep Employees Engaged In The Workplace](#)

▶ [8 Reasons You Should Consider Outsourcing Your HR](#)

Trend (3) # The Hybrid Model: Transitioning Workplace Flexibility from Stopgap to Sustainable

Many organizations launched **"return-to-work" (physical workplace)** plans this past year. Though many employees were able to pick up where they left off, others pushed back and asked employers to transition remote work from an interim measure to a permanent option.

Whether you prefer a **hybrid model (split time between working in-office and remotely), a fully remote option, or some other type of flexible scheduling,** the time has come to solidify that stance and put long-term policies, procedures, training, and technology infrastructure in place to support your choice.

Types of Work Options

- **"Return-to-Work" (physical workplace)**

- **Hybrid Model (split time between working in-office and remotely)**

- **Fully Remote**

- **Flexible Scheduling**

③ What's Driving This Trend?

More than 71% of company leaders surveyed for Ogletree Deakins' Survey of Key Decision-Makers expect to keep their current stance regarding remote work for the foreseeable future, and 72% say their employees' desire for remote work is much stronger than before the pandemic.

For years, employees have been lobbying for workplace flexibility, and during the pandemic, most remote workers not only maintained but increased their productivity. Cost savings associated with a remote or hybrid work schedule included lower gas and vehicle maintenance costs (related to reduced commute times) and less money spent on lunches out.

And employees weren't the only beneficiaries of a more flexible schedule. In addition to increased employee productivity, companies also reaped the benefits of fewer office-related expenses and a smaller real estate footprint.

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"Ambiguity about long-term plans can be a reason employees look elsewhere. So, no matter your decision regarding an in-office, hybrid, or remote workplace, now is the time to communicate that decision—and your reasoning behind it."

Tiffany Guthrie, G&A's manager of Advanced HR Support

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If a remote or hybrid workplace is an option in your organization, it's a good idea to consider the following factors before permanently implementing your new workplace model.

> ### Work-Life Balance
> Employees working from home blur the line between both, and this can negatively impact a healthy work-life balance.

> ### Culture Concerns
> Employees who work remotely could find it harder to communicate and collaborate with colleagues or project teams and may feel disconnected, which can negatively impact company culture.

> ### Remote Office Limitations
> Remote work can be compromised without adequate and secure technology, dependable internet access, and a distraction-free environment.

> ### Compliance Complexities
> Some remote workers are choosing to move away from their "home office," which means employers must comply with new local and state laws associated with those work locations, including wage and hour requirements, workers' compensation laws, and leave obligations.

> ### Hybrid Constraints
> The hybrid workplace model is not for every company, and even in companies that offer flexibility, remote work is not suitable for all employees.
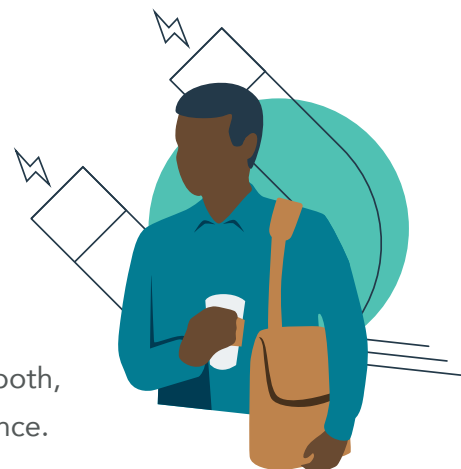
3 How HR Can Facilitate the Transition to a Sustainable Hybrid Model in 2023

HR professionals are strategically positioned to help identify and implement the workplace flexibility model that works best for their organization. They can also work with leadership and employees to determine changes the organization should make to transition to a sustainable hybrid workplace model—one that accounts for employees' needs, their unique company culture, and the realities and goals of the business.

Eight Best Practices to Consider When Transitioning to a Hybrid Organization

1 Make an Informed Decision
Some employers are concerned about committing to a hybrid workplace. When approaching company leaders, HR can pose these questions: Is your company's culture tied to your employees coming into a physical workspace? Can you create a tailored approach that supports your business model and company culture?

2 Be Fair when Adopting Hybrid Options
Some positions require in-person work. Some do not. HR can help employers create a level playing field in a dual workplace. Survey employees to get ideas and feedback and be prepared to receive their answers. Then form a hybrid workplace team that includes representatives from each division, and task them with helping to plan and execute a long-term hybrid workplace strategy.

3 Determine (and Communicate) Organizational Priorities
In tandem with determining employee preferences, assess what type of hybrid model (if any) works best for your organization. Do you need most of your team in the same workspace on the same days? Or can employees choose the days they work in the office? Keep in mind that employees who worked from home and remained productive during the pandemic may be frustrated if asked to return to the office/workspace full time, without an understanding of why and how it benefits all parties.

4 **Emphasize the Benefits of Face-to-Face Interaction**
Whether your workforce returns to the office full time or only when needed, focus on the benefits of face-to-face interaction and how it sustains your company culture. For example, if you follow a hybrid model, plan and facilitate in-office group luncheons or meetings to encourage open and frequent communication. If your workforce is primarily working on-site, provide free coffee, snacks, or other perks they enjoy within your budget constraints.

5 **Build a Healthy Hybrid Culture**
Transitioning to a hybrid workplace is no easy task, and there will be unforeseen twists and turns. HR, leaders, and managers can work together to proactively address challenges and adapt the company model as needed. It's a good idea to determine how you will build connections between in-office and remote workers—and support the employees who manage them—so your hybrid workplace model can eventually become part of your company culture.

6 **Set Employees Up for Success**
HR teams can help pinpoint the training, equipment, and technology platforms employees need, along with cybersecurity measures required to support your digital workplace strategy and safeguard your workforce. Also, work toward creating an environment that addresses the needs of employees who are in and out of the office, such as video conferencing equipment and "flex desking," which allows employees to share desks.

7 **Practice Transparency with Employees**
If your company decides not to adopt a hybrid workplace model, it's very important to clearly communicate your decision to employees and the reasons why it does not work for your business. And give them opportunities to ask questions and provide feedback, with transparency remaining your top priority throughout the communications process.

8 **Make Compliance a Top Priority**
If your company does not have a hybrid workplace policy, create one that outlines and clarifies expectations. Ensure that it's all-inclusive and incorporates guidelines and procedures for employees working at the workplace and in remote locations. Managing a remote workforce can be a complicated and involved process, so you might consider working with a professional employer organization (PEO) that can help you navigate the nuances of multi-state compliance.

③ Additional Resources

▶ [A G&A Series: The Hybrid Workplace](#)

▶ [Best of Both Worlds: How to Model Your Hybrid Workplace](#)

▶ [Promoting a Positive Culture in a Hybridized Workplace - Webinar Recap](#)

▶ [How to Champion Your Company's Culture in a Hybrid Workplace](#)

▶ [Top 10 Traits Today's Employees Want in a Manager](#)

▶ [Survey Says! Use Employee Feedback to Strategically Position Your Business for Success in Today's Talent Wars](#)
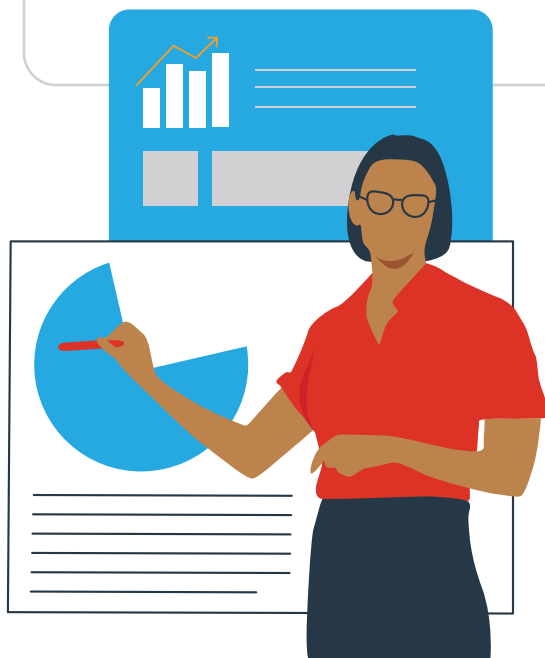
Trend **4** # Compliance Challenges: Guiding Your Workforce in a Complex Regulatory Environment

The U.S. regulatory landscape is fluid. Business owners and HR teams must remain ever vigilant to stay up to date on the numerous laws and regulations governing employment practices, safe working conditions, and the treatment of employees (and job candidates) in the workplace. Our increasingly mobile workforce has also added a layer of complexity with multistate compliance requirements now in the mix.

It takes time and attention to keep up with shifting rules, regulations, and standards, but compliance plays a significant role in creating a healthy, thriving work environment—and noncompliance can have serious consequences.

"More often than not, noncompliance results from a business owner not understanding or being aware of a particular regulation or the consequences that could result from its violation," said Lisa Bauer, G&A Partners' director of Compliance Services. "Companies accused of violating laws or regulations can be subjected to governmental scrutiny, costly claims, and even lawsuits, so it's in their best interest to stay on top of labor law."

In 2023, business owners and HR teams should keep a close eye on legislation, laws, and changing requirements related to the following compliance topics:

- Paid leave

- Minimum wage/ cost-of-living increases

- Salary

- Healthcare

- Workplace safety

- Anti-harassment/ anti-discrimination

- Cybersecurity

- Worker classification (W-2 and 1099)

- Remote work (multi-state compliance)

- Cannabis in the workplace

- Data protection and privacy

- Tax changes

- Pay equity

4 What's Driving This Trend?

Though many factors converged to cause significant shifts in the labor market in the 21st century, the primary driver of change—up to this point—is the COVID-19 pandemic. In addition to its immediate impacts, the pandemic triggered underlying labor concerns that have been many years (decades even) in the making. As a result, workers have lobbied for changes, such as flexible work schedules, wage and benefits improvements, and improved work-life balance—and businesses are responding.

Just as rising labor tensions and concerns about workplace safety and working conditions ushered in a wave of government legislation in the 20th century, labor laws continue to expand to grant workers additional rights and protections. Compliance has become increasingly complex, but the stakes are higher than ever for today's business owners.

The Benefits of Maintaining Legal Compliance in 2023

✓ **Fewer Legal Problems**
Employment law compliance decreases your risk of fines, penalties, work stoppages, lawsuits, or a temporary business shutdown.

✓ **Safer Workplace Operations**
Federal and state safety-focused rules and regulations help create a secure work environment for employees and, in turn, strengthen and safeguard your company's operations.

✓ **Improved Public Relations**
You can include information about your company's Equal Employment Opportunity (EEO)-compliant hiring practices on your website, job listings, and other marketing materials and communicate your company's commitment to legal compliance and a safe workplace.

✓ **Higher Employee Retention Rates**
Many federal and state laws protect employees and ensure companies provide a fair, professional, and safe work environment. This, in turn, encourages employees to stay, which can improve your company's retention rate.

4 How HR Can Help Your Business Stay Compliant in 2023

To mitigate your company's risks and provide a safe, equitable, and nurturing work environment for your employees, HR professionals can provide expert guidance and put systems in place to ensure regulatory compliance.

Five Best Practices to Help Manage Your Workforce in an Increasingly Complex Regulatory Environment

1 Conduct a Comprehensive Compliance Audit
Your HR team can conduct an audit to determine your compliance with all relevant local, state, and federal regulations, including but not limited to OSHA, HIPAA, FMLA, FLSA, EEOC, ADA, ACA, COBRA, and other relevant benefits laws that regulate plans. If a full-scale audit feels like a daunting task, focus on one or two areas each year. Start with the area you think might have the most risk, then work on another the following year.

2 Safeguard Employees Against Workplace Harassment and Discrimination
Lawmakers are working to reform workplace anti-harassment and anti-discrimination laws, and HR can facilitate protections in your workplace by adopting and enforcing policies that provide specific examples of prohibited conduct and corrective actions.

3 Make Sure You're Multistate Compliant
"Wandering workers" who live and work remotely in another city or state from your company headquarters can introduce new compliance complexities. HR can help employers manage a multistate workforce by developing a robust legislative and regulatory compliance structure that ensures you comply with all local workplace regulations. Your first step is to determine where your employees work and include a provision in your employee handbook and policies that advise exactly when and how they must inform you of a location change.

4 Classify Workers with Care
Misclassifying independent contractors or specific roles as exempt or non-exempt can put your company at risk of violating various state and federal employment laws. Your HR team can create guidelines that distinguish between an employee and an independent contractor, help you determine whether a role is exempt or non-exempt based on job duties, and help you avoid costly misclassification mistakes.

5 Update Your Employee Handbook
If your business is making changes in response to the evolving needs of your workforce, it's important to formalize these actions. Update your employee handbook to reflect new and revised rules and policies, including remote work guidelines and new health, safety, and data security protocols.

(4) Additional Resources

▸ A G&A Series: Navigating the Complex Labor Law Landscape

▸ A G&A Series: Paid Family Leave

▸ A G&A Series: Claims & Investigations

▸ The Business Owner's Guide to Classifying W-2 Employees and 1099 Independent Contractors

▸ Multistate Compliance Guide

▸ How to Make State & Federal Leave Laws Work for You

▸ Going Beyond Compliance to make DEI the Cornerstone of your Workforce

▸ The HR Audit: The Importance Of Conducting A Periodic Review Of Your HR Practices
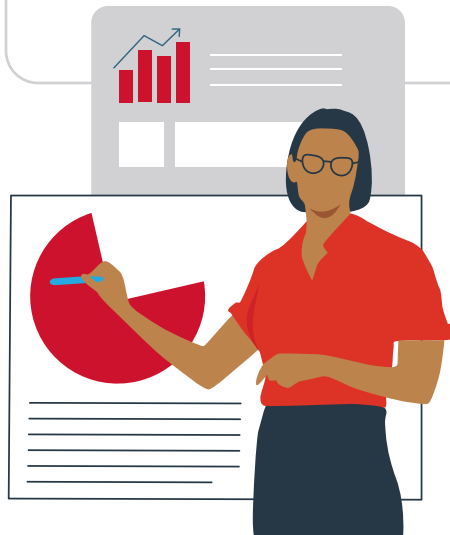
Trend **5**

HR Outsourcing: Engaging an Expert Partner So You Can Get Down to Business

Workplace transformation introduces a new level of complexity to your business operations. So, on top of standard, day-to-day tasks, your HR representatives may find themselves dealing with some (or all) of these new responsibilities in 2023:

> **Facilitating change management**

> **Promoting an inspiring and supportive company culture**

> **Updating workplace policies and procedures**

> **Managing the transition to a hybrid work model**

> **Modernizing training protocols**

> **Rethinking recruiting efforts**

> **Implementing health and wellness initiatives**

> **Overseeing safety and compliance efforts**

> **Establishing a robust employee communications program**

⑤ An HR Partner Can Help Your Business Transform and Thrive in 2023

As an owner of a small or mid-sized business, you're already juggling multiple responsibilities, and you may need help to fulfill the growing number of duties attributed to HR. Now may be the time to consider outsourcing HR responsibilities to a team of experts, so you can focus on change management and growing your business.

> **"Partnering with a PEO can have a monumentally positive influence on your business. As a business owner, you cannot expect to know everything or be the expert on all facets of running your business – especially when it comes to the back office. A PEO has a team of experts that will be an invaluable resource and partner in your corner helping you navigate the ever-changing world of business so that you can keep your sights focused on exceeding your goals."**

Alex Osborne,
G&A Partners vice president of Client Success

5 How Outsourcing HR Services Can Benefit Your Business

› Lower Your Costs

The average cost of managing HR and administrative functions in-house is almost $3,000 per employee, per year, according to the Society for Human Resource Management (SHRM). Industry research reveals that businesses that outsource some or all their HR services reduce administrative costs by approximately $450 per employee.

› Maximize Business Efficiencies

Unload daily responsibilities such as running payroll, cutting checks, reviewing insurance claims, and administering benefits—and access customizable HR technology solutions to help save time, increase productivity, eliminate errors, and help you better manage work schedules.

› Boost Employee Morale

Get access to HR experts who can focus on employee satisfaction, helping you to reduce employee turnover and recruit qualified talent. You can also negotiate a better benefits package for your business, saving you money as an employer and saving your employees money on their premiums.

› Attract and Retain Qualified Employees

HR recruitment experts can help you take a more proactive and targeted approach to recruiting by actively sourcing and vetting candidates and managing your hiring processes. Building a solid talent pipeline offers many long-term benefits, including lower recruiting costs, a solid experience base, and a more robust company culture.

› Maintain Compliance with State and Federal Laws

An HR outsourcing partner can help you reduce your risk of noncompliance. At G&A, for example, our compliance experts provide clients with state-by-state Compliance Starter Kits that include critical things to know about their specific state, suggested content to have in a state-specific handbook, state-required posters and notices that organizations must display publicly, and more.
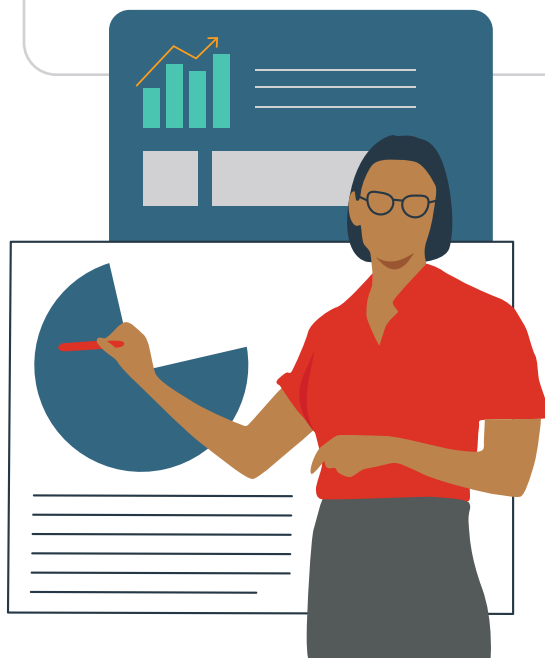
5 **Additional Resources**

▶ The PEO Purchasing Guide

▶ HR Outsourcing Saves Time and Money So Your Business Can Grow and Thrive

▶ Business Continuity Plan (BCP): Keep your company moving after a disaster with a Business Continuity Plan (BCP)

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