



# Common HR penalties

## Hard dollar costs of HR non-compliance



\$160,000

The average cost of a small business employment lawsuit, which can take up to a year to resolve.



\$10,000

Potential penalty for wage & hour violation under the Fair Labor Standards Act.\*



\$75,000

The amount a violation of the Americans with Disabilities Act can cost an employer.



\$7,000

Potential fine for *each* Occupational Safety and Health Act (OSHA) violation.\*



\$50,000

Potential cost of a single bad hire due to lost productivity, rehiring, onboarding, and training expenses.



\$1,000

Potential fine for *each* violation of minimum wage or overtime pay requirements.

# The importance of an effective hiring and onboarding process

33%

of new hires look for a new job within 6 months of being hired.

25%

leave before a year on the job.

69%

of employees who undergo effective onboarding are more likely to stay with an employer for at least 3 years.

## Small business are under increasing HR pressures

25 hours

Amount of time HR practitioners spend each month searching for HR answers online\*

2.8 x

Average salary for an HR professional is now 2.8 times the average SMB salary.\*\*

25%

Average increase in HR spend compared to an organization's total operating cost from 2012-2016.\*\*

\* Internal Mammoth survey of 500 small and mid-sized businesses

\*\* Bloomberg, Bureau of National Affairs

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