



COMPLIANCE CASE STUDY



Ensuring compliance is more than avoiding fines; it protects from potential lawsuits. This case study reviews a situation that could have snowballed without proper HR work.

A West Des Moines organization was missing documentation for I-9s and OSHA compliance. Having these pieces in place saved thousands in fines.

Iowa Fractional Human Resources (IFHR) is Iowa's small business HR Partner. If this case sounds like a problem you want help with, let's chat. Choose from our contact information below.

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Challenges

When HR first arrived, compliance was a mess. Dozens of pieces were missing, and many errors were found.

When OSHA came for a surprise inspection, the company needed to produce documents for the inspector.

Additionally, as the organization grew, having more employees added new laws for the organization to follow.

Solutions

A comprehensive audit of many areas, including a generalized audit, was conducted to find out what was missing.

Special audits for I-9 and OSHA files were completed, and federally approved correction processes were followed.

More laws, including FMLA became necessary, resulting in policies and processes to be written.

Results

70%

Percent of I-9 documents containing errors

\$0

Fines paid for compliance issues from OSHA audit



Reduction in liability from compliance



More processes and policies to ensure compliance

Testimonial

Mitchell really saved us when the OSHA inspector came in. If it wasn't for him, we would've paid thousands in fines.

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CFO-West Des Moines organization

Conclusion

All I-9 documents were corrected per federal requirements, reducing liability by potentially tens of thousands. Policies were created for ongoing compliance audits; OSHA documents and processes were created; and comprehensive compliance was improved on as new laws came into play with new locations and headcount.