



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.