



Wouldn't it be great if...

...you could spend less time doing research on legal issues related to hiring, managing – and sometimes needing to terminate – your employees?

Our research indicates that a single search can eat up as much as four hours before relevant, reliable and up-to-date information is found, read and understood. This time can increase exponentially when researching across multiple states and municipalities!

XpertHR's 50-State Quick Reference Charts cuts that down to about 15 minutes—with answers authored and vetted by attorneys.

FREQUENCY



10 TOPICS
per month

Potential time saving



3.5 HOURS

Potential time-savings per topic using XpertHR—search once, find it all.

Potential ROI



\$ 1260

Your ROI for the 420 hours you saved annually at the cost of 1 team member (\$30/hr).

Wouldn't it be great if...

...you could take care of supervisory training in less time for you and your staff so you could focus on what you do best and ensure they're receiving the most up-to-date, compliance information on topics like sexual harassment or handling difficult conversations.

Our research suggests that HR/training staff can spend a minimum of four hours researching and drafting presentations and an additional 30 minutes creating tests to ensure embedded learning. Using XpertHR's Supervisor Briefings tools means you can download and customize comprehensive, up-to-date PowerPoint templates in as little as 30 minutes.

FREQUENCY



1 TRAINING
per month

Potential time saving



4:1

On average it takes 4 hours pull together the materials and content for 1 training topic without using a resource like XpertHR.

Potential ROI



\$1400/\$6000

The potential savings utilizing XpertHR's Supervisor Briefings.

48 hours per year x \$30/hr (1 team member) = \$1400 –or– if outsourced \$1500/topic per quarter = \$6000

That's just the tip of the iceberg.

XpertHR is already in place at the Five Guys corporate office and VP of HR **SARA THOMPSON** says:

"One of the bigger things I've heard from my team is how easy it is to use. It's very user-friendly. Even without any training you can figure out where things are."

(Read the rest of the story on the back of this page...)





There are over **250,000** ways to order a burger at Five Guys - and likely just as many places to look when you have an **HR-related question!**

In a complex business environment where laws, rules and regulations vary by state and municipality and change regularly, it can be virtually impossible to stay up-to-date on the critical issues impacting your employment practices. Add to that the increasing likelihood for fines and penalties from government entities and lawsuits from disgruntled employees, and it's easy to see how these issues can be top-of-mind for business owners. Especially when you're working with entry level employees, some who are still minors, any number of challenging issues may arise.

If you're looking for a way to minimize risk, increase compliance and reduce the times you need to turn to costly outside legal counsel for advice, XpertHR can help.



XpertHR Content is Written By

400+ FROM **70+**
ATTORNEYS TOP LAW FIRMS

With content written by more than 400 attorneys from over 70 of the country's top employment law firms—and edited by an in-house team of legal editors and HR professionals, you'll have the confidence you need to deal with any daily questions regarding workplace rules and policies, legal forms and documents, supervisory do's and don'ts, and a host of other issues that pull you away from what you do best—run your business and delight your customers.

You'll find answers to questions on standard HR topics like:

- Employee benefits
- Employee compensation
- Recruiting and Hiring
- ...and more

As well as up-to-the-minute guidance on "hot topics" like:

- Medical marijuana
- The use of social media
- Workplace betting pools
- ...and more

Some of our most popular tools include:



Employment Law Manual: continuously updated guidance on federal, state and municipal employment law.



Policies and Documents: posters, notices, letters and checklists you can quickly download, customize and put to use.



How-To: step-by-step advice on workplace situations.



FAQs: frequently asked questions and answers on HR issues.



Supervisor Briefings: guidance on employment law and best practices for supervisors.

...and more



XpertHR drills down to the state and municipal level so, regardless of where your Five Guys franchise is located, or how many states you operate in, we've got you covered.

SARA THOMPSON SAYS:
(VP OF HR, FIVE GUYS)



"When our compliance manager needs to make sure we're up-to-date on a specific change in a municipal or state law, she used to have to go to many different sites to try to find information. For California, she had to go to four different sites — all were government sites with conflicting information. XpertHR has really been able to be the tie-breaker. We know it definitely has the right information."

Furthermore, you don't have to be a compliance manager, or even an HR professional, to easily find what you need. "You don't have to be an HR person," says Sara. It's very, very user friendly and very logical in terms of how it's set up."

Another big benefit: XpertHR is viewable via tablet or mobile devices, meaning you and your managers can readily get answers to questions wherever you are.

Could you use more time to devote to running your Five Guys franchise without the constant concern that you might be doing something wrong? We've got you covered.

Ready to learn more?
Visit - xperthr.com/five-guys