



MITRATECH
Mineral



DigiStream[®]
INVESTIGATIONS

How DigiStream Strengthens HR Compliance Across Multiple States

COMPANY

Digistream Investigations, Inc.

CHALLENGE

With employees across most U.S. states and a rapidly growing headcount, Digistream's HR team needed to unify policies and ensure compliance with constantly changing state laws.

RESULTS

- **Confidence in compliance decisions** through rapid, reliable answers from Mineral Experts.
- **Streamlined onboarding and training** with ready-to-use resources, policies, and guides.
- **Significant cost savings** by reducing reliance on outside attorneys and consultants.

About Digistream

Digistream Investigations, Inc. is a nationwide provider of investigative services in the insurance defense market. They collect and organize evidence to mitigate risk. With operations spanning multiple states, the company relies on their HR team to navigate complex compliance requirements while supporting rapid growth.





THE CHALLENGE:

Scaling HR in a Multi-State Organization

“As our headcount grows and we operate in most of the states, finding a unified policy where we can be compliant is nearly impossible,” explains Ashley Jesus, HR Benefits & Compliance Coordinator at Digistream Investigations, Inc.

Ashley and the HR team manage compliance across dozens of state regulations, including leave policies, harassment programs, workers’ compensation, and benefits. They review “thousands of laws a year” to stay current, but without a full-time person dedicated to compliance, the workload is overwhelming.

Existing vendors fell short. Other solutions, such as Lexology, delivered updates that were detailed, but difficult to interpret, leaving questions as to what was actionable. They needed a trusted, user-friendly source of compliance expertise to cut through the noise.



THE SOLUTION:

Everyday Support with Mitratesh Mineral

Without Mineral, my job would be a lot harder.”

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Ashley Jesus, HR Benefits & Compliance Coordinator, Digistream Investigations Inc.

The Mitratesh Mineral Platform, offered at no added cost through their partnership with Aetna, quickly became Ashley's go-to resource for compliance. “The best part is quick HR help,” she says. “Without [Mitratesh] Mineral, I would need to go to our attorneys much more often. Mineral saves us from those exorbitant fees.”

How Mitratesh Mineral supports Digistream:

- 1. Mineral Experts on Demand:** Ashley relies on the Mineral Platform almost daily, submitting cases to Mineral Experts for thorough, written answers. “They get back to us super quickly. Unless it's very specific, I can get all the information I need right away,” explained Ashley. This provides the credibility she needs when advising managers.
- 2. Policies & Resources:** From handbook development to harassment training requirements, Mitratesh Mineral ensures policies are accurate and compliant. Ashley and the HR team uses posting requirement resources to streamline onboarding and keep new-hire processes consistent.
- 3. Efficiency & Assurance:** Mitratesh Mineral ensures HR work is more comprehensive, compliant, and defensible. “It uncovers issues we need to tackle so we can stay ahead of changes.”



THE RESULTS:

Confidence, Credibility, and Cost Savings

By relying on Mitratesh Mineral, instead of outside legal counsel or hiring additional staff, Ashley estimates saving up to **\$20,000 annually**, resulting in significant cost savings. Mitratesh Mineral also gives Ashley confidence: “We have inside and outside counsel, but Mitratesh Mineral saves us because I always go there first.” When Digistream’s broker considered dropping Mitratesh Mineral, Ashley recalls: **“I had a mini heart attack. It would drastically change my work-life because of how much I use it.”**

With Mitratesh Mineral, Digistream isn’t just keeping up with compliance. It’s creating stronger, more consistent HR practices that support growth across the country.



MITRATECH

About Mitratesch

Mitratesch is a proven global technology partner for corporate legal, risk, compliance, and HR professionals seeking to maximize productivity, control expense, and mitigate risk by deepening operational alignment, increasing visibility, and spurring collaboration across an enterprise. Mitratesch serves over 20,000 organizations worldwide, spanning more than 160 countries. Learn more at Mitratesch.com

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