

Small Businesses, Big Advantages – Unlock Your Free HR Compliance & Expertise Platform!

As a Retailers Association of Massachusetts Health Insurance Cooperative Member, You Get Exclusive Access to Mitratesch's HR Compliance & Expertise Solution, Mineral – At No Additional Cost!



Running a retail business is no small feat. You wear multiple hats—managing operations, customer service, and finances. But what about HR and compliance? Many small businesses think they don't need a formal HR solution, but the truth is, **a structured HR and compliance system sets your business up for long-term success.** With RAMHIC, it's included as part of your health plan!

Why Small Businesses Need HR & Compliance Support

For small businesses, navigating HR and compliance challenges is often a daunting task. Even with just a handful of employees, legal risks, employee concerns, and workforce management issues can arise unexpectedly. Without the right tools and guidance, these challenges can result in costly penalties, employee dissatisfaction, or even legal disputes.

That's where **Mitratesch Mineral** comes in—offering a comprehensive HR and compliance solution designed to help small businesses stay protected, informed, and professional without the need for an in-house HR department.

Top 6 Reasons Why Clients Use Mineral

69%

Staying up to date on the latest HR and compliance regulations

57%

Need for trusted source for HR or compliance solutions/advice

54%

Help with challenging HR and compliance questions

51%

Limited or no internal HR resources

38%

Reduce time spent on HR or compliance responsibilities

23%

Help with challenging benefits questions

11%

Other

UE verified: 11/19/2024

Survey of 160 Mineral users, conducted by UserEvidence.

uevi.co/9549UFIN

How This Platform Helps You



Expert HR Support at Your Fingertips

Running a small business means wearing multiple hats, but HR doesn't have to be one of them. With Mitrtech Mineral, you get on-demand HR expertise to assist with:

- **Hiring and terminations** – Ensure legal compliance while making the right staffing decisions.
- **Wage and hour laws** – Avoid common payroll mistakes and align with labor laws.
- **Time-off policies** – Establish fair, well-documented leave policies to support work-life balance.



Comprehensive Employee Training

A well-trained workforce is a business's strongest asset. Through Mitrtech Mineral's robust training programs, employees can gain essential knowledge on:

- **Harassment prevention** – Reduce workplace risks and foster a culture of respect.
- **Cybersecurity awareness** – Help employees recognize threats like phishing and data breaches.
- **Workplace safety** – Ensure compliance with OSHA standards and keep your team safe.
- **Leadership development** – Empower managers with skills to drive team success.



Custom Employee Handbooks

An employee handbook is more than just a document—it's a foundation for your company's culture and policies. With Mitrtech Mineral, you can:

- Create a legally compliant, custom-tailored handbook in minutes.
- Define clear policies on attendance, remote work, benefits, and more.
- Set expectations that protect both your employees and your business.



Real-Time Law Alerts

Employment laws and regulations are constantly changing, and staying compliant can feel overwhelming. Mitrtech Mineral helps you stay ahead by:

- Providing real-time updates on federal, state, and local employment laws.
- Offering automated compliance alerts to ensure you take action when needed.
- Helping you avoid costly penalties and legal missteps.



Self-Service Compliance Library

When HR and compliance questions arise, quick and reliable answers are crucial. The Mitrtech Mineral Compliance Library gives you:

- Easy-to-understand guides on key HR and legal topics.
- Best practices for hiring, performance management, and employee retention.
- Downloadable templates for employment agreements, policies, and more.





The Bottom Line

Small businesses can't afford to take risks when it comes to HR and compliance. With Mitratesch Mineral, you gain access to the right tools, resources, and expert guidance to build a legally sound, engaged, and high-performing workplace—all without the need for a full-time HR team.

Mitratesch Mineral is Already Included With Your RAM BCBSMA Plan!

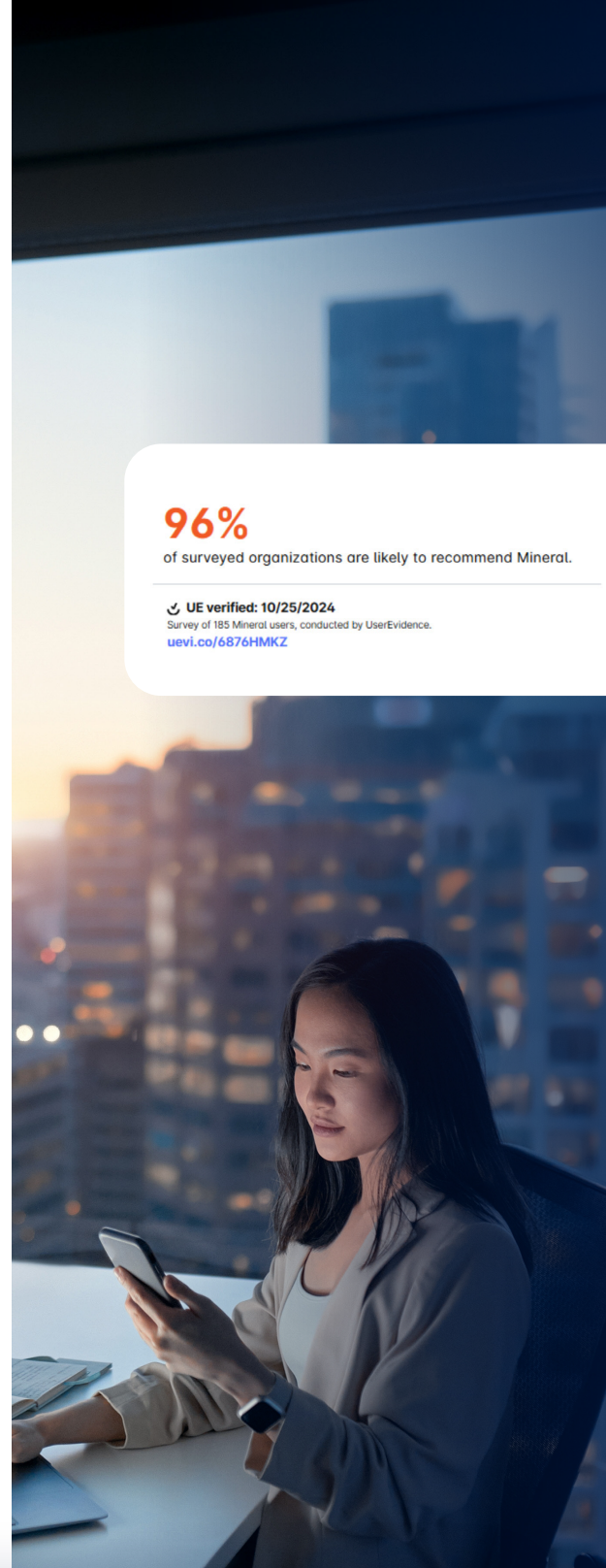
There's **no extra cost** and **no catch**—just a powerful resource designed to help your business thrive. Small businesses that take advantage of this benefit experience significant gains in efficiency, reduced risk, and increased employee satisfaction—just ask the **96% of surveyed organizations that would recommend Mitratesch Mineral!**

Don't Miss Out – Get Started Today!

Activate your free access to Mitratesch's **HR Compliance & Expertise Platform** today!

Go to apps.trustmineral.com to log into your company's personalized HR and Compliance Platform.

Don't know your username, no problem? Click forgot username to retrieve it. Need additional assistance? Contact our team at RAMHIC@trustmineral.com.



96%

of surveyed organizations are likely to recommend Mineral.

UE verified: 10/25/2024

Survey of 185 Mineral users, conducted by UserEvidence.
uevi.co/6876HMKZ

Mineral
MITRATECH

"Before Mineral, I would spend hours and hours searching for answers to HR questions and concerns, only to come up with questionable results. As part of a small business, I wear MANY hats, and Mineral has helped me significantly cut down the time I spend looking for answers and helps me to get just what I need!"



Janna Murphy

Operations Manager, HEALTH CARE FOR WOMEN

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NPS

UE verified: 10/24/2024
Survey conducted by UserEvidence.

uevi.co/6798UZLQ

