

The Mitratesch Mineral HR Compliance & Expertise Solution

Typical Companies of Your Size Are Seeing Around **\$10,390** in Annual Value!

Mitratesch Mineral is included in your Retailers Association of Massachusetts Health Insurance Cooperative plan for **No Additional Cost** and offers significant value to companies like yours*. With comprehensive HR compliance services, businesses can save time, reduce typical legal fees, and stay compliant across multiple areas of human resources.

Here's how you could benefit:

Mineral Experts™ And Cases Resolved		
Typical Company 9 Cases Annual Value \$2,250	Calling Mineral Experts™ Saves: <ul style="list-style-type: none"> • Legal fees that can be upwards of \$350 per hour • Consultant costs of \$100 or more per hour • Thousands of dollars in fines and penalties • Time lost to searching for online answers. 	RAMHIC Members actively sought expert guidance on: <ul style="list-style-type: none"> • Leave & Time Off • Wage & Hour Compliance • Workplace Safety • Employee Terminations • Recruiting & Hiring
Training Courses		
Typical Company 39 Courses Annual Value \$4,875	Companies utilize training to: <ul style="list-style-type: none"> • Motivate and retain employees. • Maintain compliance. • Keep a safe workplace. • Introduce topics like preventing sexual harassment, OSHA requirements, ethics, and more. 	RAMHIC Members actively sought training on: <ul style="list-style-type: none"> • Harassment (Includes CA state-mandated harassment training) • Cybersecurity • Workplace Skills • Personal Safety • OSHA & General Safety
HR Compliance Library		
Typical Company 153 Tasks Annual Value \$765	Companies Use HR Compliance Library to: <ul style="list-style-type: none"> • Create a job description with our robust builder. • See the latest employment law alerts for all 50 states and federal. • Grab policies for topics like hiring, time off, and employee performance. 	RAMHIC Members searched these top categories: <ul style="list-style-type: none"> • Leaves & Time off • Termination • Hiring and recruiting • Managing Employees • Wage & Hour • Law Alerts
Smart Employee Handbook Plus		
Typical Company 1 Handbook Annual Value \$1,500	Using Smart Employee Handbooks Plus to save or alleviate: <ul style="list-style-type: none"> • \$2,000+ on potential attorney/consulting fees for handbook creation • Reduce liability with compliant policies • Thousands in translation costs across states 	RAMHIC Members utilize Smart Employee Handbooks Plus to: <ul style="list-style-type: none"> • Create compliant, up-to-date handbooks • Get real-time HR & legal updates • Manage e-signatures easily • Generate Spanish-language versions
Benefits Document Creator Completed Documents		
Typical Company 2 Documents Annual Value \$1,000	Companies rely on the Benefits Document Creator to: <ul style="list-style-type: none"> • Easily create compliant benefit plan documents • E-signature enabled • Centralized storage for quick access • Dedicated advisors 	RAMHIC Members utilize the Benefits Document Creator to: <ul style="list-style-type: none"> • Create Wrap, POP, SDP, HRA, ICHRA • Comply with federal, state, and local regulations.

* This report provides insights based on typical company data (11-50 employees) to highlight the overall value of the Mitratesch Mineral HR Compliance & Expertise Solution. It is not a direct comparison but demonstrates potential benefits based on company size and usage of key features.