

# The Mitratesch Mineral HR Compliance & Expertise Solution

Typical Companies of Your Size Are Seeing Around **\$24,280** 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		
<b>Typical Company</b> 19 Cases  <b>Annual Value</b> <b>\$4,750</b>	<b>Calling Mineral Experts™ Saves:</b> <ul style="list-style-type: none"> <li>• Legal fees that can be upwards of \$350 per hour</li> <li>• Consultant costs of \$100 or more per hour</li> <li>• Thousands of dollars in fines and penalties</li> <li>• Time lost to searching for online answers.</li> </ul>	<b>RAMHIC Members actively sought expert guidance on:</b> <ul style="list-style-type: none"> <li>• Leave &amp; Time Off</li> <li>• Wage &amp; Hour Compliance</li> <li>• Workplace Safety</li> <li>• Employee Terminations</li> <li>• Recruiting &amp; Hiring</li> </ul>
Training Courses		
<b>Typical Company</b> 115 Courses  <b>Annual Value</b> <b>\$14,375</b>	<b>Companies utilize training to:</b> <ul style="list-style-type: none"> <li>• Motivate and retain employees.</li> <li>• Maintain compliance.</li> <li>• Keep a safe workplace.</li> <li>• Introduce topics like preventing sexual harassment, OSHA requirements, ethics, and more.</li> </ul>	<b>RAMHIC Members actively sought training on:</b> <ul style="list-style-type: none"> <li>• Harassment (Includes CA state-mandated harassment training)</li> <li>• Cybersecurity</li> <li>• Workplace Skills</li> <li>• Personal Safety</li> <li>• OSHA &amp; General Safety</li> </ul>
HR Compliance Library		
<b>Typical Company</b> 231 Tasks  <b>Annual Value</b> <b>\$1,155</b>	<b>Companies Use HR Compliance Library to:</b> <ul style="list-style-type: none"> <li>• Create a job description with our robust builder.</li> <li>• See the latest employment law alerts for all 50 states and federal.</li> <li>• Grab policies for topics like hiring, time off, and employee performance.</li> </ul>	<b>RAMHIC Members searched these top categories:</b> <ul style="list-style-type: none"> <li>• Leaves &amp; Time off</li> <li>• Termination</li> <li>• Hiring and recruiting</li> <li>• Managing Employees</li> <li>• Wage &amp; Hour</li> <li>• Law Alerts</li> </ul>
Smart Employee Handbook Plus		
<b>Typical Company</b> 2 Handbooks  <b>Annual Value</b> <b>\$3,000</b>	<b>Using Smart Employee Handbooks Plus to save or alleviate:</b> <ul style="list-style-type: none"> <li>• \$2,000+ on potential attorney/consulting fees for handbook creation</li> <li>• Reduce liability with compliant policies</li> <li>• Thousands in translation costs across states</li> </ul>	<b>RAMHIC Members utilize Smart Employee Handbooks Plus to:</b> <ul style="list-style-type: none"> <li>• Create compliant, up-to-date handbooks</li> <li>• Get real-time HR &amp; legal updates</li> <li>• Manage e-signatures easily</li> <li>• Generate Spanish-language versions</li> </ul>
Benefits Document Creator Completed Documents		
<b>Typical Company</b> 2 Documents  <b>Annual Value</b> <b>\$1,000</b>	<b>Companies rely on the Benefits Document Creator to:</b> <ul style="list-style-type: none"> <li>• Easily create compliant benefit plan documents</li> <li>• E-signature enabled</li> <li>• Centralized storage for quick access</li> <li>• Dedicated advisors</li> </ul>	<b>RAMHIC Members utilize the Benefits Document Creator to:</b> <ul style="list-style-type: none"> <li>• Create Wrap, POP, SDP, HRA, ICHRA</li> <li>• Comply with federal, state, and local regulations.</li> </ul>

\* This report provides insights based on typical company data (51-100 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.