

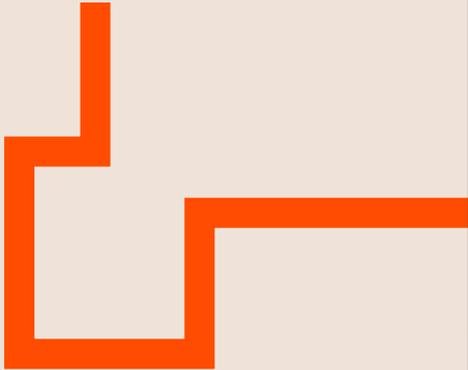
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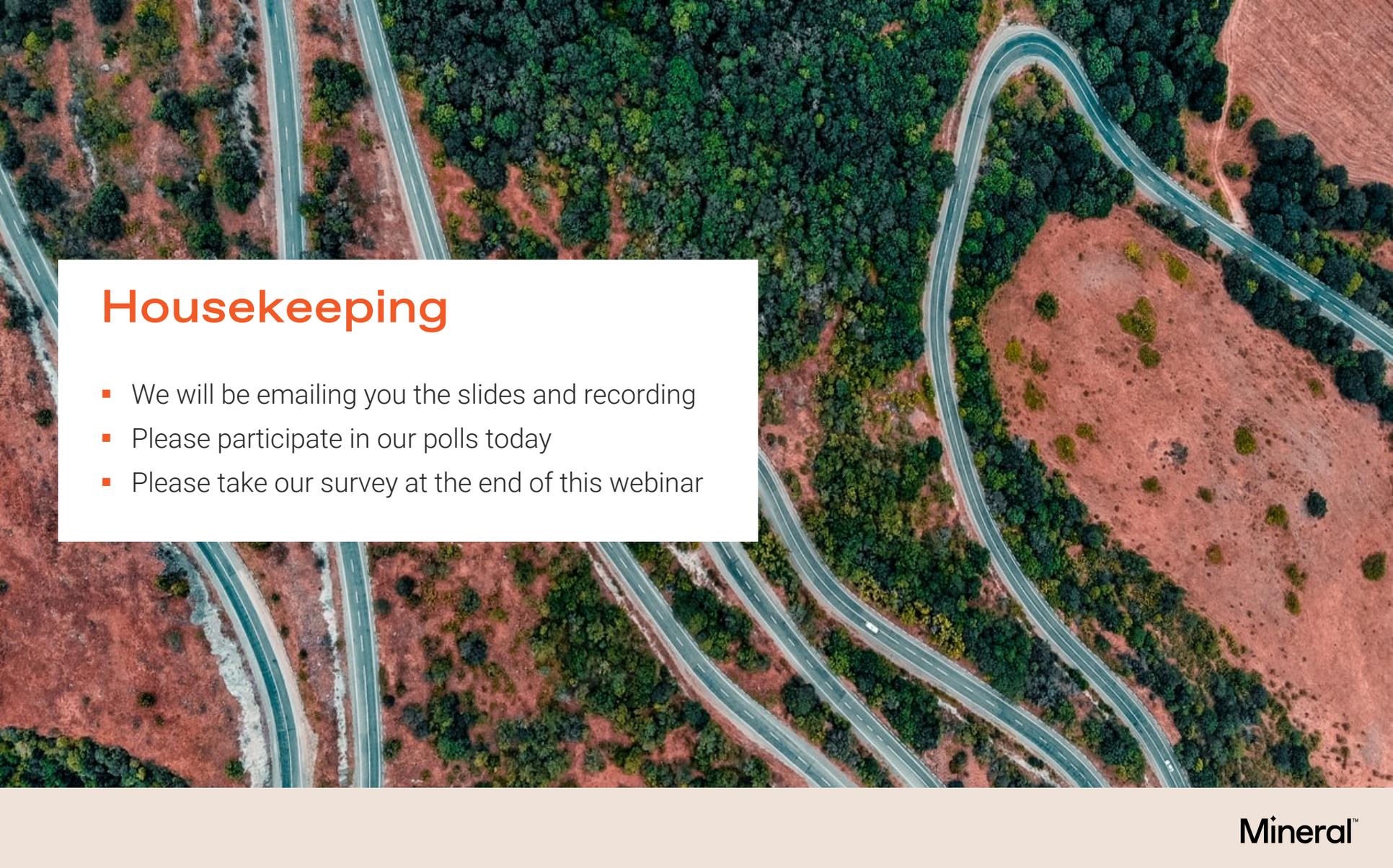


5 Common HR Challenges and How to Solve Them with Mineral

Renee Farrell

Aurelia Bell





Housekeeping

- We will be emailing you the slides and recording
- Please participate in our polls today
- Please take our survey at the end of this webinar

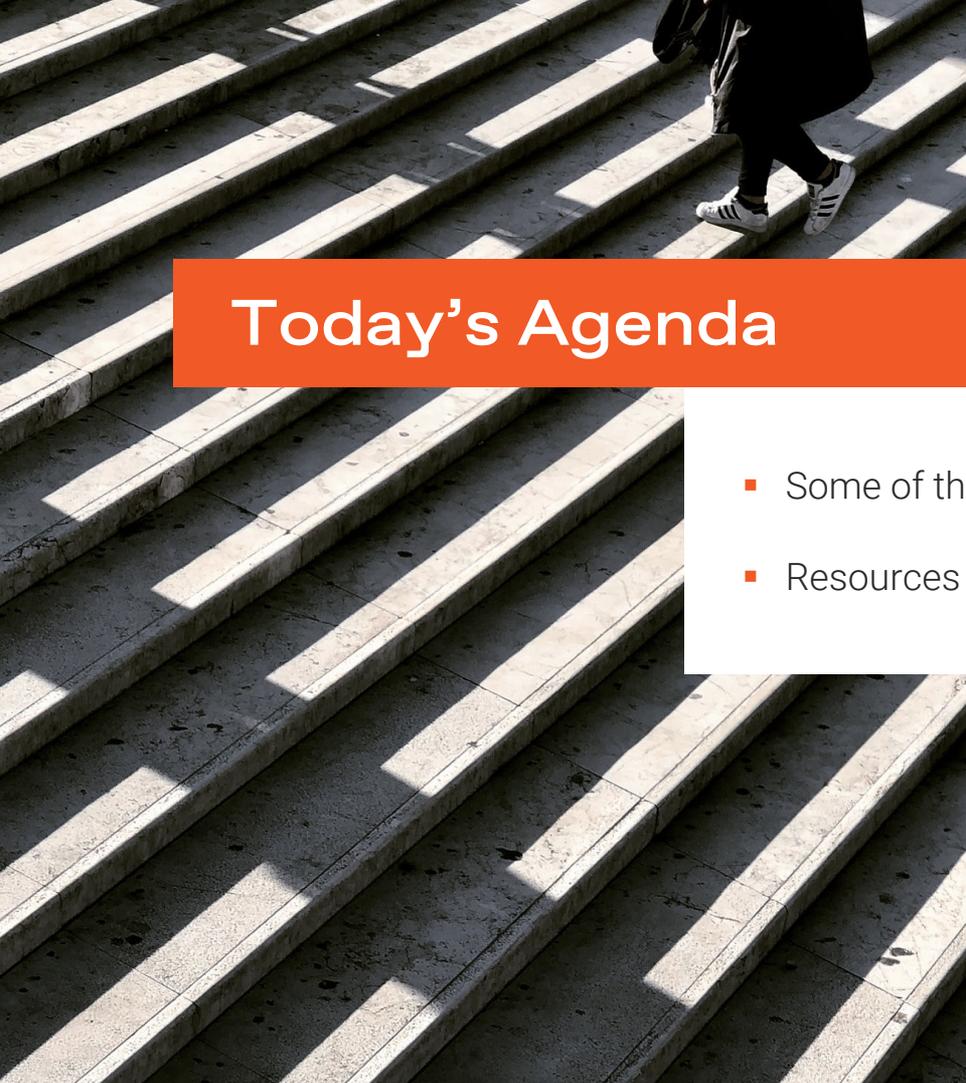
Speakers



Renee Farrell, SPHR, SHRM-SCP,
CCP
HR Advisor



Aurelia Bell
Associate Product Marketing
Manager



Today's Agenda

- Some of the most common challenges facing HR right now
- Resources to address those challenges



Five Common HR Challenges

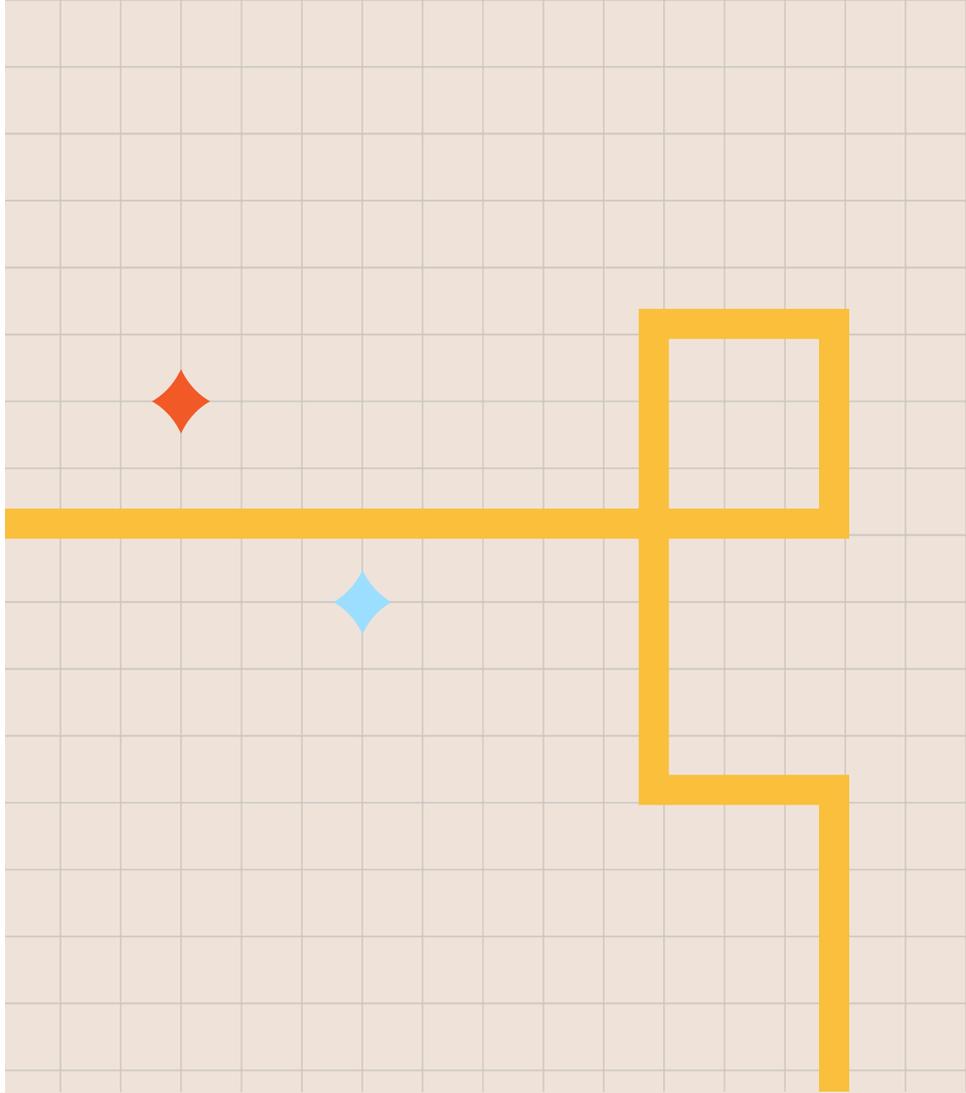
- Complex employment laws
- Creating and updating handbooks and policies
- Employee engagement and training
- Custom guidance
- Workplace safety management



Challenge #1: Staying on top of changing laws and regulations

- Hiring in various states / remote employees
- Keeping up with federal and state employment laws

Mineral Platform HR Compliance Tools Demo

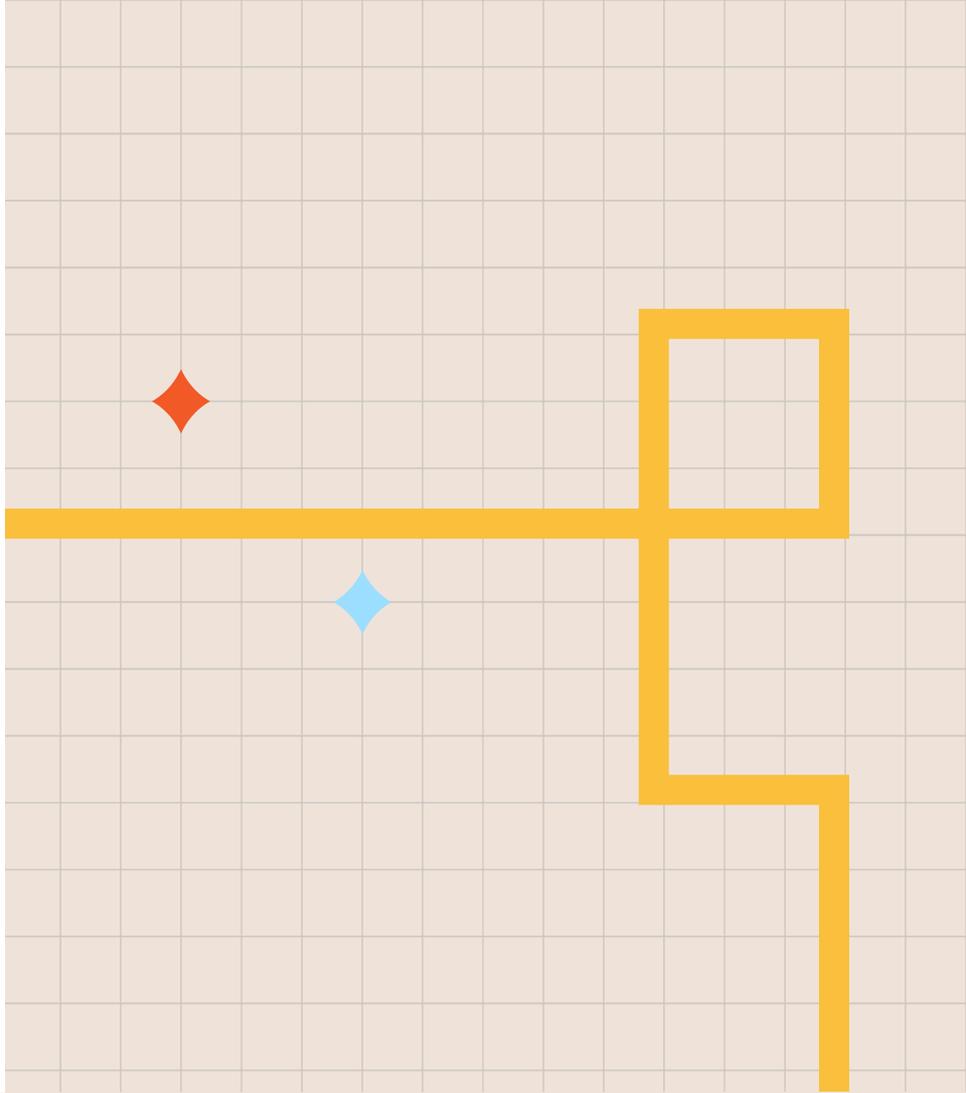


Challenge #2: Updating handbooks and policy management

- New state laws
- New workplace rules
- Accuracy
- Technical, burdensome, time-consuming



Smart Employee Handbook Plus Demo



Poll Question

Interested in **Smart Employee Handbook Plus**?



Challenge #3: Keeping employees engaged

- Training and development
- Upskill / reskill
- Improve leadership skills
- Improve performance & engagement

Learn

A turn-key Employee Learning Management System (LMS) used by 300,000 employers to:



Stay compliant with state-mandated trainings (CA, CT, DE, IL, ME, NYC, NY)



Boost employee engagement



Reduce organizational turnover



Show employees they are invested in their professional development



Retain and attract top talent

Key Details:

- Easily assign courses, **automate course reminders**, and track employee completion in one single location
- Upload **custom in-house courses** specific to the unique needs of your company or industry
- **Don't pay extra fees** - take as many courses, as many times as you want

Auto Updates

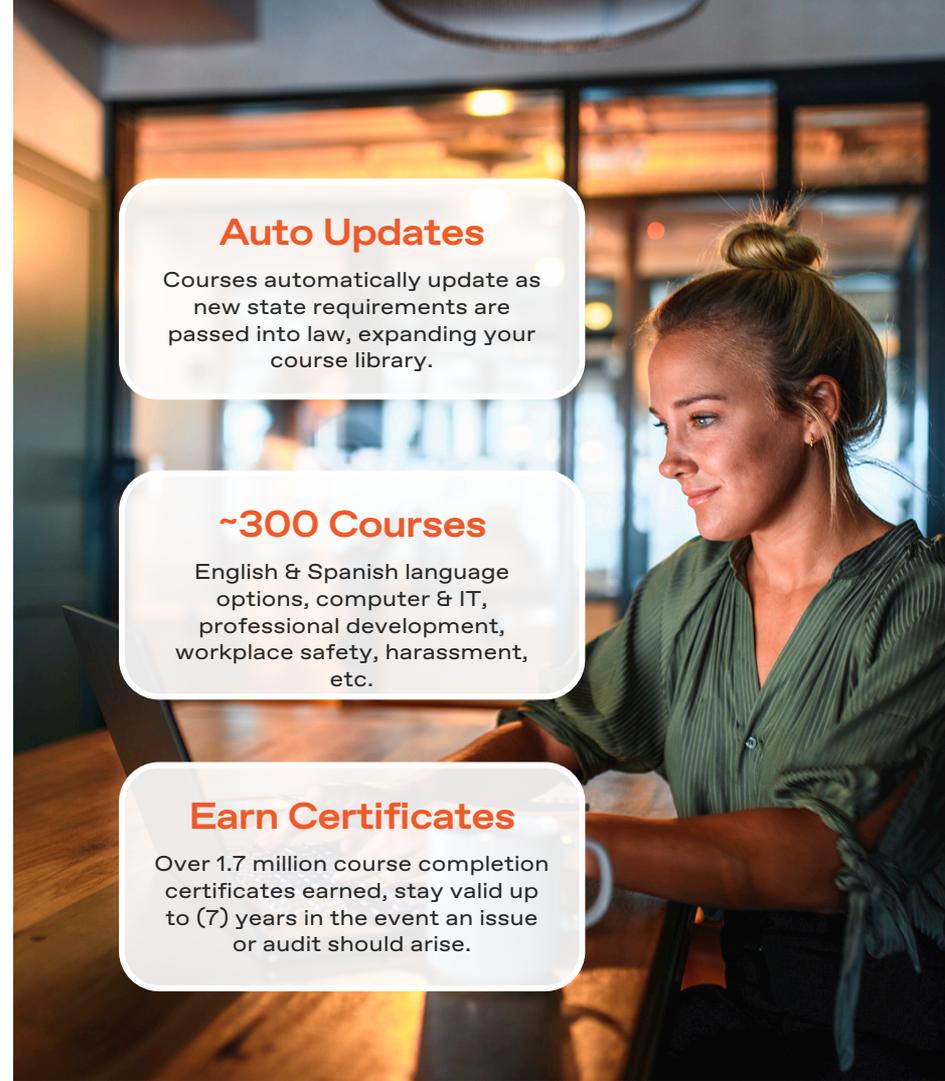
Courses automatically update as new state requirements are passed into law, expanding your course library.

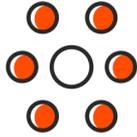
~300 Courses

English & Spanish language options, computer & IT, professional development, workplace safety, harassment, etc.

Earn Certificates

Over 1.7 million course completion certificates earned, stay valid up to (7) years in the event an issue or audit should arise.





Workplace Harassment Prevention

Strategy and assistance in developing a training program tailored to your organization.

- Expert recommended training curriculum
- Best practices for harassment prevention in workplace
- Evaluate hiring and other practices to align with DE&I standards
- Align to state mandates with easy assignment and tracking





Anonymous Reporting

Create a space for employees to report any issues and give yourself more control over what's really happening in the workplace.

- Streamline workplace reporting and empower your employees
- Incorporate a healthy culture of communication & trust
- Guidance from our HR Expert Team
- Two-way masked communication between you and the reporter



Poll Question

Interested in **Workplace Harassment Prevention** or **Anonymous Reporting**?



Challenge #4: Having a trusted resource to turn to for any HR or compliance questions

- Alphabet soup of laws (ACA, EEOC, FLSA, NLRB, etc.)
- Urgent needs
- Custom responses
- Need to talk with someone for guidance

Mineral Experts™

Find answers you need backed by HR and legal experts

- Answers to common questions and documentation
- Centralized support and expert cases
- Get immediate assistance with support chat

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Search by Question or Case No.



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Case No. ↓↑

Status

Type

Question

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Answered

Document

Can I update my

702922

Answered

Advice

My employee has

696671

Answered

Technical Support



Mineral™



Guided HR Compliance

Manage complex challenges with confidence with a dedicated HR expert who understands your business.

- Compliance audit and plan of action
- Guidance through HR and compliance
- Quarterly review for long-term partnership
- Support from foundational to strategic HR and compliance



Get help with recruitment, hiring and firing – and everything in between

Foundational Basics

- Job applications/descriptions
- New hire forms
- Payroll deductions
- Workplace harassment training
- Leaves compliance and eligibility
- Performance review

Improving HR and Compliance

- Employee record retention
- Annual reporting obligations
- Exit interview program
- Commission and bonus pay
- Onboarding checklist
- Background check compliance
- Progressive discipline

Proactive and Strategic HR

- Succession planning
- Employee engagement survey
- Values, mission and vision
- Coaching managers
- Recruiting strategies
- Bias in recruiting
- Fair pay and compensation
- Employee recognition program

Guided HR Compliance

Manage complex challenges with confidence.



Dedicated HR Expert

Work with a dedicated Mineral Expert who understands your business, needs and goals for successful HR and compliance.



Smart Employee Handbook Plus

Create and maintain federal and multi-state employee handbook including e-signatures and Spanish translation.



Workplace Harassment Prevention

Assign and track interactive courses aligned to state mandates and best practices - including DE&I training.

Poll Question

Interested in **Guided HR Compliance?**

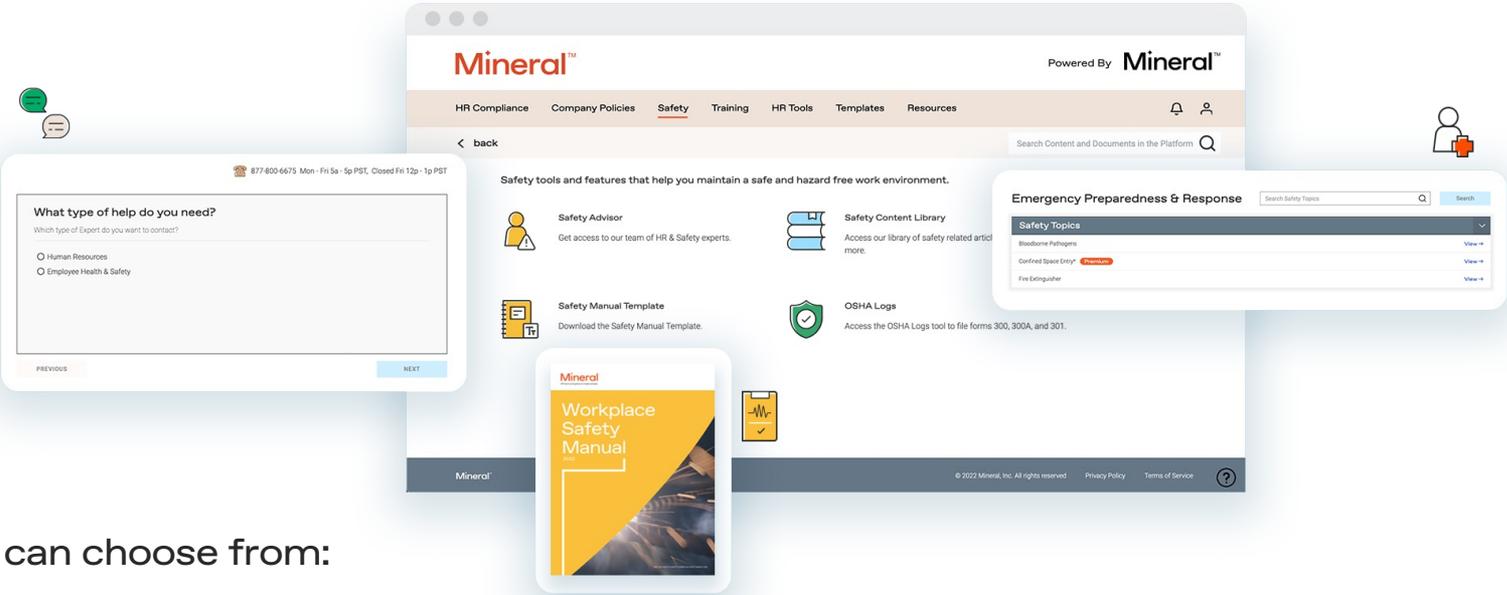
Challenge #5: Safety Management

- Federal OSHA, state OSHA rules
- Workplace injury and illness prevention
- Reporting requirements



Employee Health & Safety

Create a safe workplace and comply with safety regulations, while increasing your overall organizational health.



Clients can choose from:

Basic (30 safety topics) or
Premium packages (70 safety topics)

Personalized advice from a certified
Mineral safety expert

Up-to-date safety plans, policies
and practices.



Safety Topics Available by Package:

Basic Client package (30 topics)

- Aerial lift operation
- Asbestos awareness
- Cal IIPP - injury and illness prevention
- Cold stress
- Compressed gases
- Confined space entry
- Contractor safety
- CPR
- Electric pallet jacks
- Electrical safety (general)
- Emergency eyewash / shower
- Ergonomics
- Eye / face protection
- First aid responder
- Flammable liquids
- Hand / skin protection
- Hand and power tools
- Head protection
- Hearing conservation
- Heat stress/stroke
- Job safety analysis
- Liquefied petroleum gas safety
- Loading dock safety
- Lockout tagout (affected)
- Lockout tagout (authorized)
- Machine guarding
- Office safety
- Powered industrial truck
- Respiratory fit test
- Respiratory protection



Premium Client package (70 topics)

- Accident investigation & reporting
- Aerial lift operation
- Arc flash (electrical)
- Asbestos awareness
- Back safety
- Behavior based safety
- Benzene
- Bloodborne pathogens
- Cal - proposition 65
- Cal IIPP - injury and illness prevention
- Chemical process safety
- Cold stress
- Commercial motor vehicles
- Compressed gases
- Confined space entry
- Contractor safety
- COVID-19
- CPR
- Defensive driving
- Driver preparedness
- Distracted driving
- DOT placarding /storage
- Electric pallet jacks
- Electrical safety (general)
- Emergency eyewash / shower
- Emergency preparedness
- Ergonomics
- Eye / face protection
- Fire extinguisher
- Fire safety and prevention
- First aid responder
- Flammable liquids
- Food safety
- Hand / skin protection
- Hand and power tools
- Hazard communication
- Hazwoper
- Head protection
- Hearing conservation
- Heat stress / stroke
- Hot work (welding and cutting)
- Hydrogen sulfide
- Infectious disease (e.G. COVID-19)
- Injury / illness reporting
- Job safety analysis
- Lab safety
- Ladder safety
- Lead awareness
- Liquefied petroleum gas safety
- Loading dock safety
- Lockout tagout (affected)
- Lockout tagout (authorized)
- Machine guarding
- Material handling and storage
- Mechanical power presses
- Mold awareness
- Office safety
- OSHA 300 recordkeeping
- Overhead cranes & hoists
- Personal protective equipment
- Powered industrial truck
- Respiratory fit test
- Respiratory protection
- Scaffolding
- Silica
- Slips, trips and falls
- Trenches
- Workplace violence

Poll Question

Interested in **Employee
Health and Safety?**

Your Solutions

You Likely Have Access

- HR Compliance Library
- Mineral Experts
- Mineral Intelligence
- Smart Employee Handbook
- Learn

Additional Premium Offerings

- Smart Employee Handbook Plus
- Workplace Harassment Prevention
- Anonymous Reporting
- Guided HR Compliance
- Employee Health and Safety



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Login at: apps.trustmineral.com/login

Having trouble logging in?

Fill out the form on [Forgot Username or Password](#) and a member of our support staff will reach out to help answer any questions.