

# Non-Compliance Costs & Compliance Benefits

We know that you know how important HR and compliance are for the workplace. But the people you work with may not understand the costs of non-compliance.

## The Costs of Non-Compliance



Lawsuits

**\$160,000**

average defense and settlement costs of employment charges for employers with <500 employees<sup>1</sup>



Fines and Penalties

**\$13,000**

average OSHA fine for COVID-19 violations in 2021<sup>2</sup>



Turnover

targets of workplace harassment are

**6.5 times**

more likely to change jobs<sup>3</sup>



Stress

**58%**

of compliance professionals wake up in the middle of the night worrying about job-related stress<sup>4</sup>



## The Benefits of Compliance

On the flip side, there are real benefits of being on top of HR and compliance

1. Reduce risk of lawsuits and fines
2. Enjoy peace of mind
3. Improve operations and safety

SOURCE: MINERAL SURVEY OF 500 SMALL BUSINESS OWNERS IN THE U.S.



Using Mineral has given me peace of mind and I don't have to worry about if the resources are accurate. It is exactly what I need to make sure my business is compliant with current employment laws. When I've called about an HR question, my questions were answered and I was able to resolve my issue. I'd be lost without Mineral!"

— Debbie Abruzzo, Office Manager, Marion Company LLC



**86%**

of surveyed organizations rate Mineral's Workplace Harassment Prevention as 4 and above out of 5 by the value it brings to their business.

SOURCE: TECHVALIDATE SURVEY OF 71 CLIENTS OF MINERAL WITH AN EMPLOYEE COUNT OF 100-150

**84%**

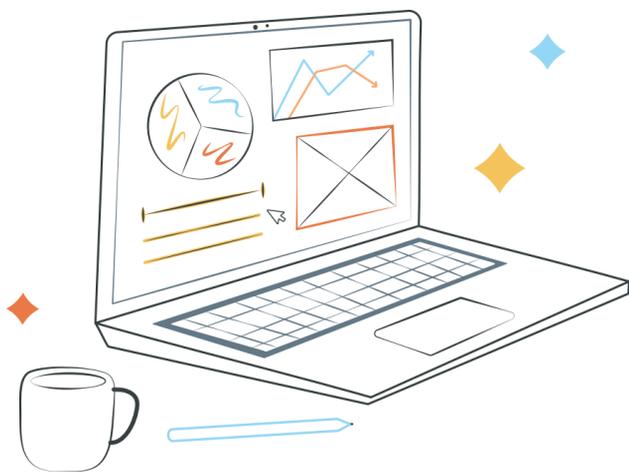
of surveyed organizations rate Mineral's Workplace Safety training as 4 and above out of 5 by the value it brings to their business.

SOURCE: TECHVALIDATE SURVEY OF 56 CLIENTS OF MINERAL WITH AN EMPLOYEE COUNT OF 100-150



I am always pressed for time, every day. Instead of calling an attorney, I am able to rely on Mineral to provide excellent information from a single platform. Mineral has saved me so much time, money, and headaches. It's a life saver!"

— Emily Fagan, Operations Manager, IMPAX Automation LLC



Sure, there will always be risks. But Mineral takes the guesswork out of HR and compliance to let you get back to what you do best. Learn more about the resources we provide to help growing businesses like yours.

[Visit Website](#)

<sup>1</sup><https://www.hiscox.com/documents/2017-hiscox-guide-to-employee-lawsuits.pdf>

<sup>2</sup><https://www.osha.gov/enforcement/covid-19-data/inspections-covid-related-citations>

<sup>3</sup><https://iwpr.org/iwpr-publications/briefing-paper/sexual-harassment-and-assault-at-work-understanding-the-costs/>

<sup>4</sup>[https://assets.corporatecompliance.org/portals/1/pdf/resources/surveys/230\\_0\\_230\\_0\\_12.pdf](https://assets.corporatecompliance.org/portals/1/pdf/resources/surveys/230_0_230_0_12.pdf)