

# Navigator Suite Solutions



## Navigator IC

*What are the risks of treating this worker as an independent contractor?* Navigator IC asks the user to complete an online questionnaire and then, driven by a comprehensive engine of over 1,900 cases and applicable federal and state regulations, applies expert logic and delivers digital decision making guidance, a consultative memorandum and Q & A transcript in a matter of seconds.



## Navigator OT

*Is this position overtime exempt?* Navigator OT also asks the user to complete certain online questions, then dynamically interfaces with the user, narrows the questions to determine which, if any, exemptions apply. From there, our intelligent engine draws from its database of over 2,400 reported cases, applies expert logic and delivers a reasoned risk assessment, consultative memorandum on how to lower risk together with a Q & A transcription - all in a matter of seconds.



## Navigator Onboarding

Navigator Onboarding produces critical documents in a smarter, more cost effective way. After completing a digital questionnaire, users will receive a state of the art document capturing all state over state nuance as well as federal requirements, while avoiding the risk of relying on static templates.

**Navigator Employ** - Quickly generate a state compliant employment application.

**Navigator Non-Compete** - Build a customized agreement to restrict employees from competing for a period after they leave.

**Navigator Offer** - Instantly produce a customized offer letter.

**Navigator NDA** - Create a compliant employee non-disclosure agreement for any state.



## Navigator Pay Practices

**Navigator MW** - Efficiently determine the minimum wage requirement for a non-exempt employee working in the U.S.

**Navigator M&R** - Quickly assess meal and rest break obligations.

**Navigator Travel** - Easily determine whether an employee needs to be compensated for time spent traveling.

**Navigator Holidays** - Know the regulations for paid holidays and days of rest.

**Navigator On-Call** - Determine whether an employee needs to be paid for on-call time.

**Navigator Final Pay** - Accurately assess what you owe and when to an employee who leaves the company.

**Navigator Voting** - Confirm whether you're required to provide time off for voting.

**Navigator Posters** - Ensure that your office is displaying all required posters.

**Navigator Rate Change** - Know how you need to communicate changes to your employees' pay.

**Navigator Frequency** - Understand how often your employees need to be paid.



## Navigator Leave

**Navigator Leave** - Easily generate the right federal and state-compliant forms to be used. Navigator Leave is an automated solution that guides you effortlessly through the question and answer fields of required federal and state-specific leave forms. Based on your answers, the interactive tool generates the required form, while providing guidance along the way.

**Rapid Reference - Leave** - Quickly locate the specific federal and state-specific leave laws you need. Rapid Reference Leave ensures you're covered when it comes to accessing the vast and complex web of state-specific leave laws. With Rapid Reference Leave, simply engage the work state to unlock the summary of employer rights and obligations.

**Rapid Reference - Paid Sick Leave** - See a breakdown of the paid sick leave requirements within states, counties, and cities.



## PolicySmart™

Create compliant and fully customizable handbooks, on demand. Key features include federal and state compliant policy models, an innovative compliance timeline, handbook policy checklists, and automated monthly emails summarizing relevant legal developments with guidance on how to revise policy language accordingly.

## COVID-19 Resource Center

Delivers answers to the most pressing employment-related COVID-19 frequently asked questions, and provides comprehensive survey resources at the federal and state levels.



## ComplianceHR SmartScreen™

Allows employers to easily send jurisdiction-specific COVID-19 screening questionnaires for employees to complete before they come into the workplace each day.

## Want to Subscribe?

Create confidence in your compliance decision-making with a subscription to Navigator Suite. Contact us at [info@compliancehr.com](mailto:info@compliancehr.com) and we can get you started today.