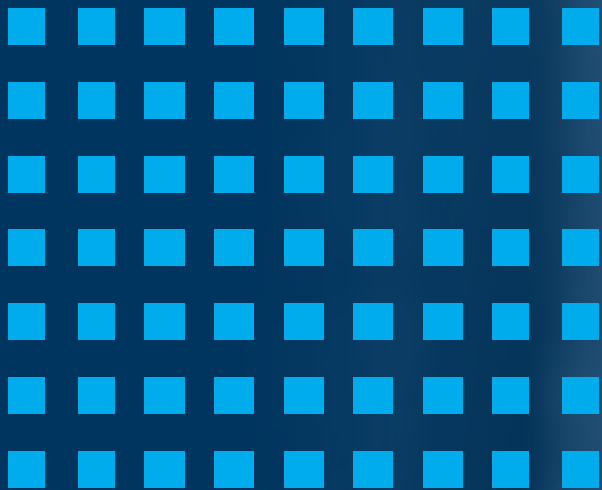


HR SOLUTIONS THAT MAKE A DIFFERENCE

Empowering organizations to
thrive amid regulatory change



A smiling man in a dark suit, white shirt, and dark tie is shaking hands with a woman whose back is to the camera. The background is a blurred office setting.

About

Business and Learning Resources (BLR), a division of Simplify Compliance LLC, is an industry-leading knowledge provider with more than 45 years of experience in human capital management, environmental, health, and safety; learning and development; and legal markets.

What BLR can do for you

- ✓ **Stay compliant** – Reduce the risk of litigation by meeting the latest compliance requirements.
- ✓ **Reduce safety risks** – Establish an effective safety culture with proven initiatives and standards
- ✓ **Improve employee performance** – Motivate your team using state of the art technology and training psychology resources.
- ✓ **Close skills gaps** – Custom training solutions that bring about measurable performance improvement.
- ✓ **Achieve organizational efficiency** – Customizable workflow tools that streamline operations and maximize efficiencies.



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How we help

Whether you're looking for powerful workflow tools, up-to-date and reliable compliance resources, or engaging and interactive learning modules, our programs are designed to meet you where you are.

BLR® provides innovative tools, resources, and solutions to help fit the unique needs of your organization. Our education solutions help guide businesses in delivering consistent training, achieving compliance, and maximizing efficiencies in employee workflows.

- ✓ We apply cutting-edge technology and deep industry knowledge to create practical tools and applications that help employees be more productive
- ✓ We summarize complex regulatory updates to simplify comprehension and streamline implementation.
- ✓ We deliver consistent and accessible training, providing uniformity across all departments and locations.

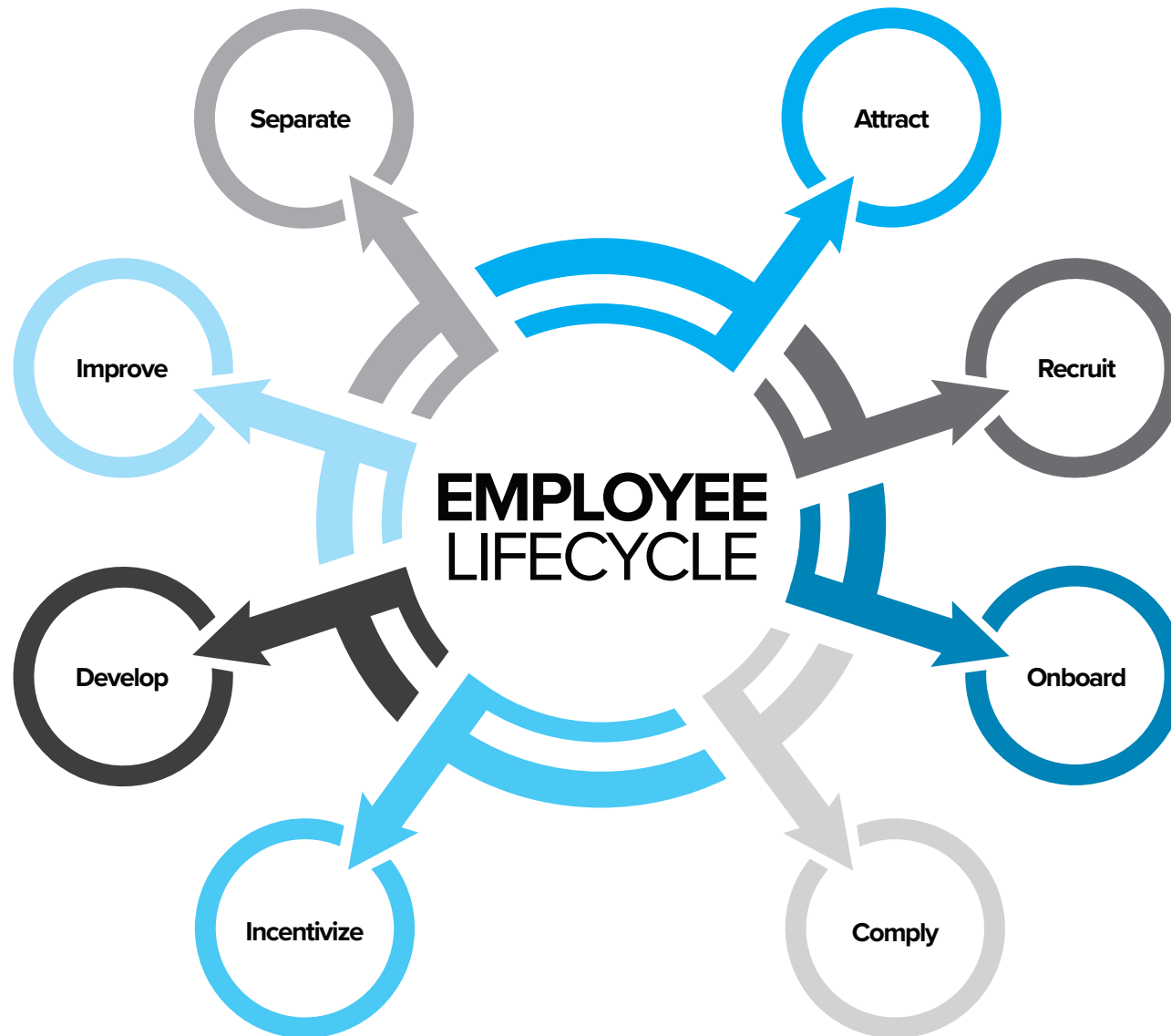
**“By far the best resource available
for Human Resources.”**

- Human Resources Director



Driving customer success

Throughout every stage of the employee lifecycle



We make HR simple

HR Hero® offers a central hub of expert-curated HR resources and tools, empowering busy compliance-focused HR professionals to confidently manage their daily tasks.

Work smarter, not harder

Streamline your organization's HR and compliance needs by using our industry-leading solutions—designed specifically for human resources professionals and prepared by attorneys and leading industry experts.

- ✓ **Know the laws and when they change** - Get expert legal analysis, and easy-to-understand explanations of the state and federal laws that impact HR practices.
- ✓ **Streamline manual processes** - Reduce the time it takes to manage administrative, planning, and document management tasks.
- ✓ **Access salary benchmarking data** - Make informed payroll decisions with salary averages by industry, company size, geographic data, and job titles.
- ✓ **Upskill and equip your staff** - Strengthen the performance and compliance of your organization with ongoing employee development and mandatory training.

Meet the HR toolkit

Accomplish more with integrated solutions that provide access to a team of HR experts, plus actionable templates and workflow resources for writing job descriptions, creating and maintaining a digital employee handbook, accurately classifying employees, and automating risk assessments.

- **Employee Handbook Builder**
Build, update, and customize a state-specific, cloud-based employee handbook with one simple tool.
- **Job Description Manager**
Over 2,000 job descriptions are ready for your customization, complete with team-based approvals.
- **State Law Chart Builder**
Create custom summaries of state and federal requirements across 75+ challenging areas of HR compliance.
- **Job Classification and FLSA Audit Tool**
Gain peace of mind knowing that your FLSA practices are in compliance with automated risk assessments and an employee classification tool.
- **Salary Finder**
Research and compare salaries for over 2,400 job titles; filter based on industry, location, and company size.
- **Federal and State Topic Analysis**
A side-by-side, deep dive into 90+ key employment laws and requirements. Cut down on manual research processes and work quickly and more efficiently.
- **HR Hotline**
Make attorney fees a thing of the past. Get thorough, easy-to-understand answers to your most pressing questions.
- **Training materials**
Select from over 400 topics, and find a complete package, from presentation to speaker notes all the way through to a final quiz.
- **Timesavers and resources**
From FMLA and employment contracts to FLSA and sick leave, we have timesaving resources ready and waiting for you.



Scan to browse HR
tools and resources



Employee training for your workforce

Targeted learning experiences that scale

Streamline team training using our intuitive Learning Management System, offering content by leading subject matter experts and instructional designers, allowing you to centralize all organizational learning in one source.

- ✓ **Identify skills gaps** - Strengthen staff performance with focused instruction in key strategic areas.
- ✓ **Achieve regulatory compliance** - Meet requirements for mandatory training, including those specific to your state.
- ✓ **Reduce costly turnover** - Nurture existing talent so your talent is more confident and competent in their roles.
- ✓ **Monitor progress and measure ROI** - Leverage state-of-the-art tracking to ensure training adoption and effectiveness.
- ✓ **Ensure critical consistency** - Standardize training across a disparate workforce so no one gets overlooked.

"TrainingToday, aside from helping us stay compliant, helps us deliver all the information that our supervisors need."

- Senior HR Business Partner, Able Services

Online employee training topics

Our award-winning employee training courses provide expertise in human resources, workplace safety, leadership, business skill development, sales and customer service, hospitality, healthcare, and education.

- **Business and Professional Skills** - Build the skills needed to achieve your organization's goals.
- **HR Compliance** - Evolve your HR department with the latest compliance training.
- **IT software and security** - Train your employees with the skills needed to keep your data secure.
- **Leadership and Management** - Achieve measurable and sustainable growth in key leadership areas.
- **Workplace Safety** - Develop a company culture that marks workplace safety a priority.
- **Sales and Service** - Sales and customer service training designed to train and retain employees.
- **Environmental Compliance** - Learn how to stay compliant with environmental regulations.
- **Mental Health and Wellness** - Improve company culture by destigmatizing mental health issues in the workplace.
- **Anti-harassment and inclusion** - Create an environment of inclusion and acceptance for your employees.

Flexible LMS content

Utilize our built-in LMS or your own, our in-house subject matter experts and legal editors provide relevant, value-added content tailored to your organization's requirements.

✓ SCORM

✓ AICC

✓ TinCan

trainingtoday

Scan to browse
course catalog



An LMS for today's learner

Recognizing each business's distinct tech ecosystem, our LMS offers compatibility with diverse applications for seamless integration and swift data transfer between platforms, and elevates your training experience with exceptional add-ons and features.

Adaptable

- **Self-registration:** Users can self-assign to teams, courses, or learning paths.
- **User management:** Set roles, permissions, languages, and access levels.
- **Custom reports:** Utilize robust reporting for driving training initiatives.
- **Organizational groups:** Define structure and hierarchy using groups and teams.
- **Advanced controls:** Enhance learners' experience with administrative rights and Custom Reporting Engine access.

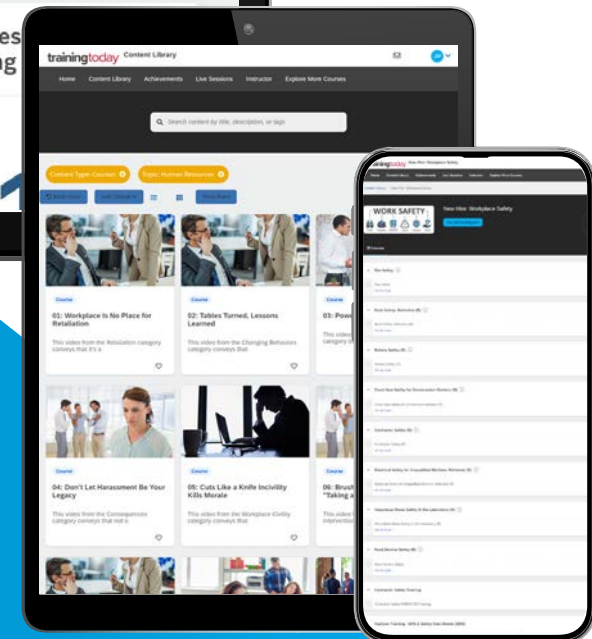
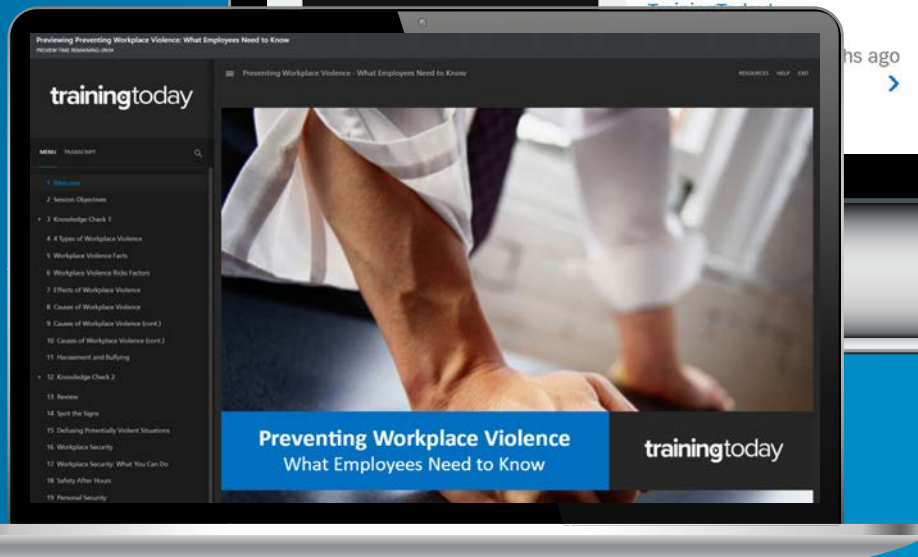
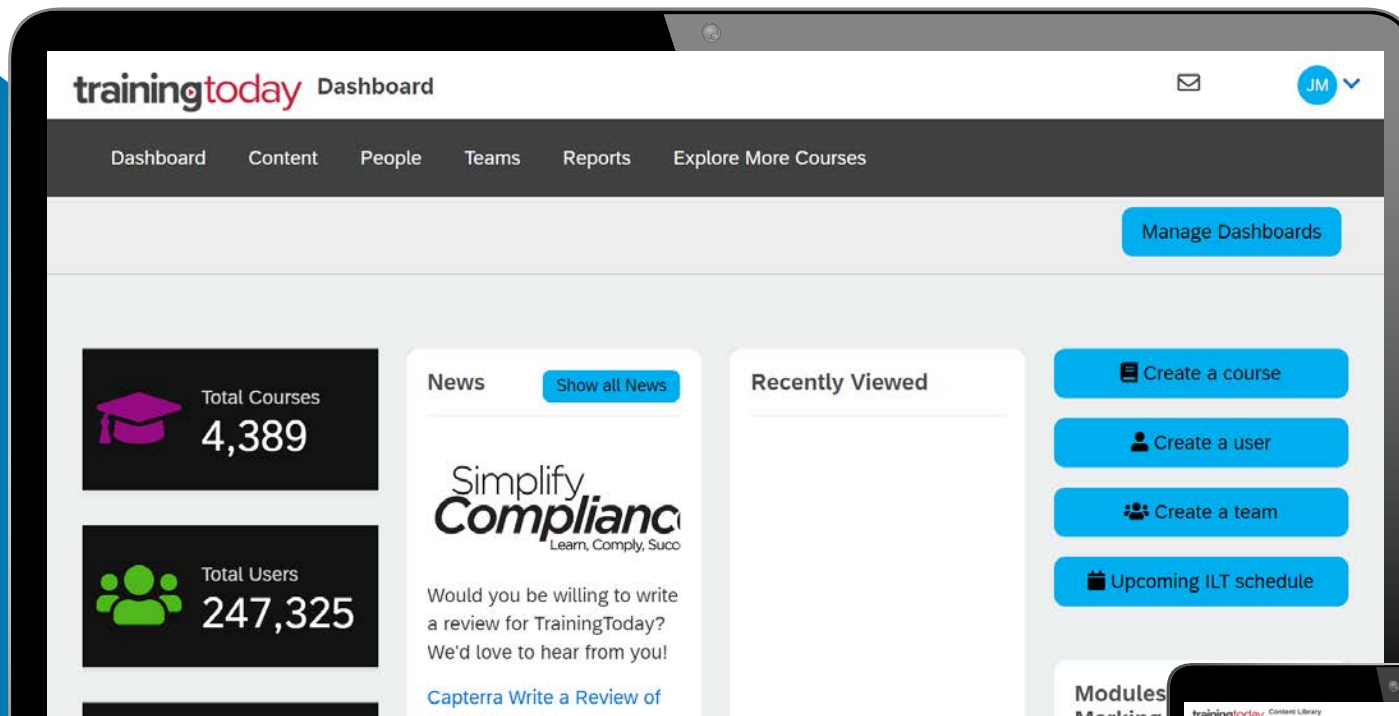
Versatile

- **Mobile-friendly:** Learn on-the-go with our versatile mobile app.
- **Instructor-led training:** Streamline ILT and VILT management within the LMS.
- **Content creation:** Craft custom courses using external assets like PDFs, PowerPoints, and videos.
- **Accessibility:** Compliant with 508 & WCAG standards for all user types.
- **Badges:** Motivate learners via gamification

Scalable

- **Customizable:** Tailor the LMS with your branding and unique URL.
- **SCORM authoring:** Create SCORM-compliant courses using external assets.
- **eCommerce:** Sell courses (PayPal or Stripe required).
- **Discussions:** Enable forums for learners to share information and experiences.
- **Add-ons:** SSO, API integrations, custom themes, reports, and tailored support.

trainingtoday



Stay compliant. Minimize liability.

Build compliant, customized handbooks in half the time

Writing and updating a handbook can be a considerable undertaking, but not having one could expose you to unnecessary risk. Having clear and concise explanations of policies can help avoid litigation in employee disputes. Using Employee Handbook Builder, you can produce a fully customized employee handbook in a few minutes-something that would typically cost thousands of dollars and require weeks of valuable company time.

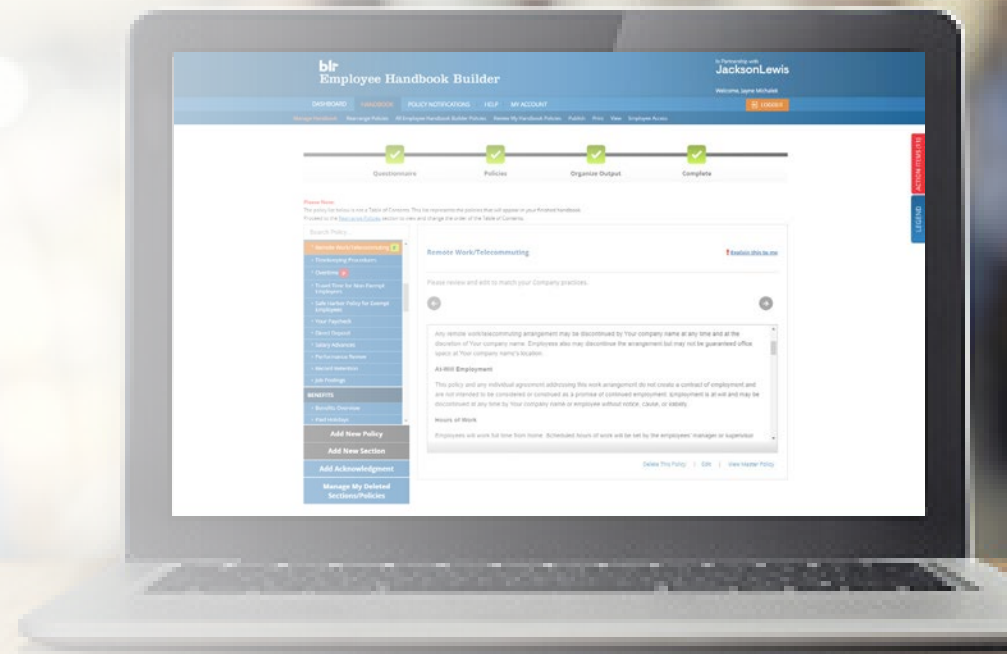
Benefits

- ✓ **Complies with federal and state laws** – Some states have requirements that supersede federal laws on common employee handbook provisions. We account for both ensuring compliance in even the trickiest compliance areas like sexual harassment and leaves of absence.
- ✓ **Always up to date** – The experts at Jackson Lewis P.C. keep an eye on all the developments affecting your employee handbook, so you don't have to. If developments at the federal or state level suggest a change to your handbook, we'll send you an alert with simple instructions on how to add the new language.
- ✓ **Crafted specifically for you** – This is not a sample employee handbook template. We help you create your customized employee handbook from start to finish, with special sections for state-specific and custom policies.
- ✓ **Perfect for HR outsourcing providers** – With policy lock, bulk publishing, master handbook, cloning, and customization capabilities, we make managing all your client handbooks a breeze.

Employee Handbook Builder

Features

- **In line with today's regulations** – All policies are written by the top employment attorneys at Jackson Lewis LLP, ensuring you comply with state and federal regulations.
- **Policy update notifications** – If developments at the federal or state level suggest a change to your handbook, we'll send you an alert with simple instructions on how to add the new language.
- **Guided interview and workflow** – Our guided handbook builder helps you create your customized handbook from start to finish.
- **Step-by-step guidance** – A completion graph will provide clear directions to start your handbook, add your next policy, manage your complete handbook, and more.
- **Easy-to-understand explanations** – Click “Explain this to me” to get additional information about a policy.
- **Superior scalability** – Add states and employees and adjust relevant policies as your organization grows with a click of a button.
- **Cloud-based** – We host your employee handbook for you. Just send a link, username, and password to your employees for access, or print for standard distribution.




50 Employment Laws in 50 States

50 Employment Laws in 50 States is a comprehensive guide that allows you to quickly access the exact information needed to develop new policies, ensure compliance, grow operations, review procedures, and stay updated on complex state employment laws. With succinct summaries of essential employment laws for every US state and Canadian equivalent, this reference guide is a reliable and quick-reference resource that saves time and effort.

Essential state law guidance

- Family and medical leave
- Benefits for same-sex partners and common-law spouses
- Final paycheck
- Vacation/sick pay
- Overtime
- Workers' comp
- AIDS testing
- Polygraph testing
- Genetic testing
- Drug-alcohol testing
- Off-duty conduct
- Tobacco use on the job
- Weapons
- Personnel files
- Whistleblowing
- Plant closings
- Meal and rest breaks
- Health insurance continuation
- References
- Preemployment inquiries
- New hire reporting
- Affirmative action
- Background checks
- Credit reports
- Arrests and convictions
- Pregnancy leave
- Small necessities leave
- Voting leave
- Jury duty leave
- Military leave
- Employee privacy
- Social security numbers
- Unemployment comp
- Domestic violence leave
- Employment at will
- Child labor
- Labor organizations
- Organizing by public employees
- Noncompete agreements
- Wage payment
- Minimum wage
- Payment of commissions
- Garnishment
- Wage deductions
- Direct deposit
- Required posters
- Safety
- Breastfeeding
- Title VII equivalents
- Other discrimination and harassment laws



“Integrating legal compliance with our practices in HR - it’s very difficult and very time consuming. Having BLR is like my tool, so to speak and it was so just so easy to migrate and use the platform.”

- Head of HR, People, & Culture, Qcells

Regulatory insights and updates

Get behind-the-scenes intelligence on new employment legislation, court decisions, and rulings impacting your organization.

State Employment Law Letters

Monthly, region-specific newsletters by local attorneys familiar with your challenges and laws. Designed for employers and HR professionals, you'll access:

- Online archives of articles from your state or nearby regions.
- Insights from top employment law attorneys affiliated with the Employers Counsel Network.
- Latest trends in HR Technology, Federal Watch, and Cutting-Edge HR with monthly coverage.
- Solutions to challenging workplace situations from regional employment law attorneys.

Employers State Law Alert

Ensure compliance with state employment laws and regulations across 50 states. Each month, get a summary of the latest state employment laws and regulations, including:

- Updates on new or changed employment laws in states where you operate.
- Actions required to align policies and systems with new employer obligations.
- Direct links to complete texts of laws and regulations on state government sites.

Federal Employment Law Insider

Authored by D.C. insiders, this resource offers advanced warnings on federal regulations, legislation, and court decisions. You'll receive:

- Print and digital access.
- Monthly email issues, accessible on any device.
- A PDF archive of issues since 2003.
- A user-friendly search engine for articles on specific topics.
- An up-to-date index of topics and articles, generated as needed.



YOUR metro. YOUR industry. YOUR comp data.

Compensation.BLR.com is your ultimate source for salary benchmarks, compensation tools, and resources. Make informed decisions with our all-in-one compensation tool.

- **Salary Center:** Dive into market data for positions by location, industry, company, and demographic profiles.
- **Job Descriptions:** Create an easy-to-maintain database of your organization's jobs.
- **Build a Job:** Develop a unique job database with our nine-point factor analysis guide.
- **Ask the Experts:** Receive personalized answers to your compensation questions from subject matter experts.
- **Online Archive:** Access articles on various topics from your state or nearby regions.



Compensation.BLR.com®

A strategic business partner

Boost your business and surpass client expectations with BLR®, your strategic partner for top-notch training, compliance, and revenue management solutions. Retain clients, attract new business, and elevate profits as a trusted industry advisor.

- **Regulatory authority access** - Gain comprehensive, state-specific compliance knowledge and stay current on state and federal changes.
- **Advanced technology** - Optimize tasks, eliminate redundancies, and foster growth with proven solutions.
- **Quality content** - BLR delivers consistent, legally compliant, and industry-standard content without aggregation or limited offerings.
- **Expert training design** - Leverage our L&D experts' experience to develop custom training programs.

Partnership benefits

A BLR Partnership transcends business transactions, reflecting our commitment to you and your clients. As an established industry leader, we innovate to meet clients' training, risk management, and compliance needs through tailored interfaces and curated solutions.

Comprehensive support

A dedicated specialist crafts personalized product solutions, while implementation, customer, and technical support teams ensure seamless operations. A marketing team bolsters promotional efforts, maximizing ROI.

Scalable solutions

Collaborate to achieve your objectives with scalable products that grow alongside you. Access content for reselling success, customized assets, and in-house legal and compliance expertise to strengthen your offerings.

Key differentiator

Harness BLR's power to secure new business, surpass client expectations, and boost profitability across diverse markets. Reinforce your brand integrity with our award-winning solutions.

A 360-degree, comprehensive approach to partnership





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