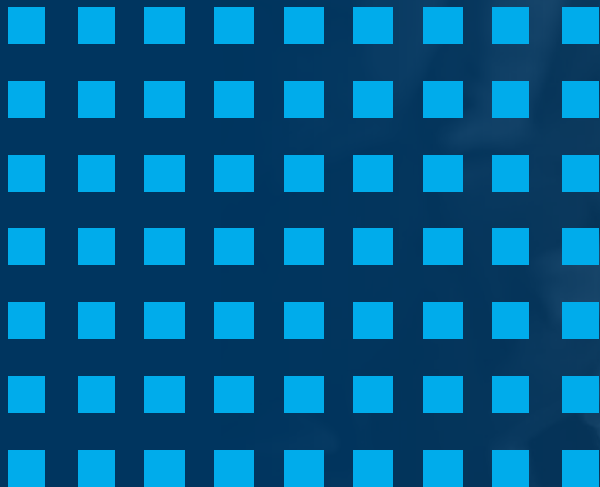


A 360° APPROACH TO BUSINESS SUCCESS

Empowering organizations to deliver on strategic objectives





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.

Contents

How we help	4-5
Solutions	6-7
EHS management.....	8-9
Employee training.....	10-11
Learning management system.....	12-13
HR solutions	14-15
Custom learning and staff augmentation	16-17
Leadership development.....	18-19
Partnership.....	20-21
Influence and impact	22-23



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.

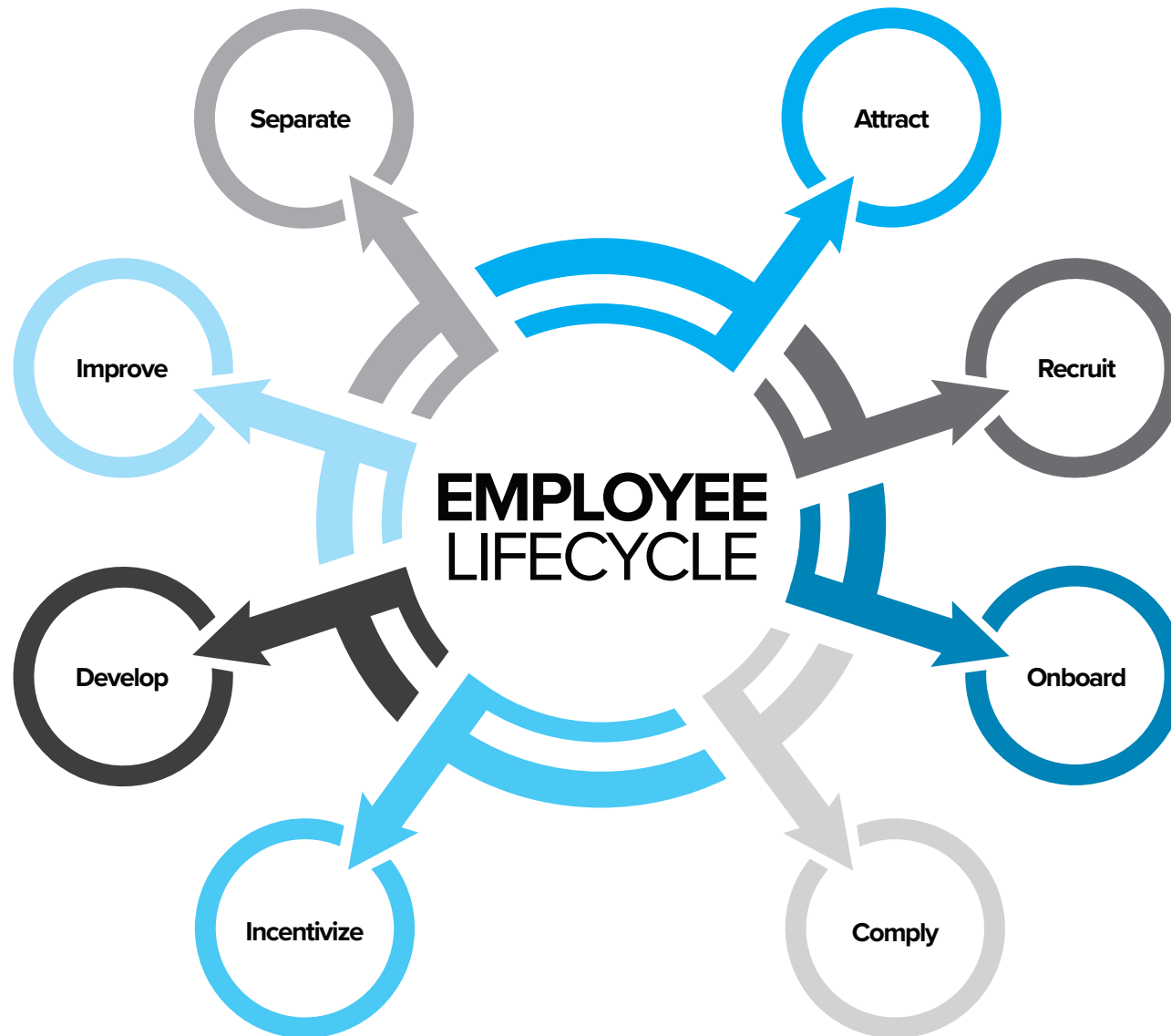
- ✓ We apply cutting-edge technology and deep industry knowledge to create practical tools and applications that help employees be more productive
- ✓ We summarize complex regulatory updates to simplify comprehension and streamline implementation.
- ✓ We deliver consistent and accessible training, providing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

“It’s like adding another team member with a vast HR knowledge base.”

- CPA, Partner, Sikich LLP

Driving customer success

Throughout every stage of the employee lifecycle



A woman with voluminous curly hair is smiling warmly at the camera. She is wearing a light-colored blazer and has her hands clasped together in front of her. In the foreground, the top of a laptop screen is visible, partially obscuring her lower body. The background is a solid, dark blue-grey color.

Business solutions you can count on

Maximize your business performance
and employee potential

BLR® provides innovative education solutions designed to help businesses deliver consistent training, achieve compliance, and maximize efficiencies in employee workflows, resulting in measurable performance and financial improvements.

- **EHS management**

Drive operational excellence and measurable change with the most comprehensive management tools on the market.

- **Employee training**

Strengthen your L&D programs with our single-source employee training and development solutions.

- **Learning management system**

Transform your employees' learning experience and bring your organization's training programs to the next level.

- **HR solutions**

Streamline HR workflows and regulatory compliance that empowers your organization to achieve more.

- **Custom learning**

Achieve measurable impact with custom learning programs designed to help clients achieve their unique business goals.

- **Learning staff augmentation**

Deliver on business objectives and increase your training ROI on time and on budget.

- **Leadership development**

Build leaders who will have an impact today and build talent pipeline for tomorrow.

EHS management & compliance made simple

EHS Hero® unifies EHS compliance and management in one solution, equipping professionals with the tools to automate and enhance their EHS programs, allowing you to focus on your people and excel in your industry.

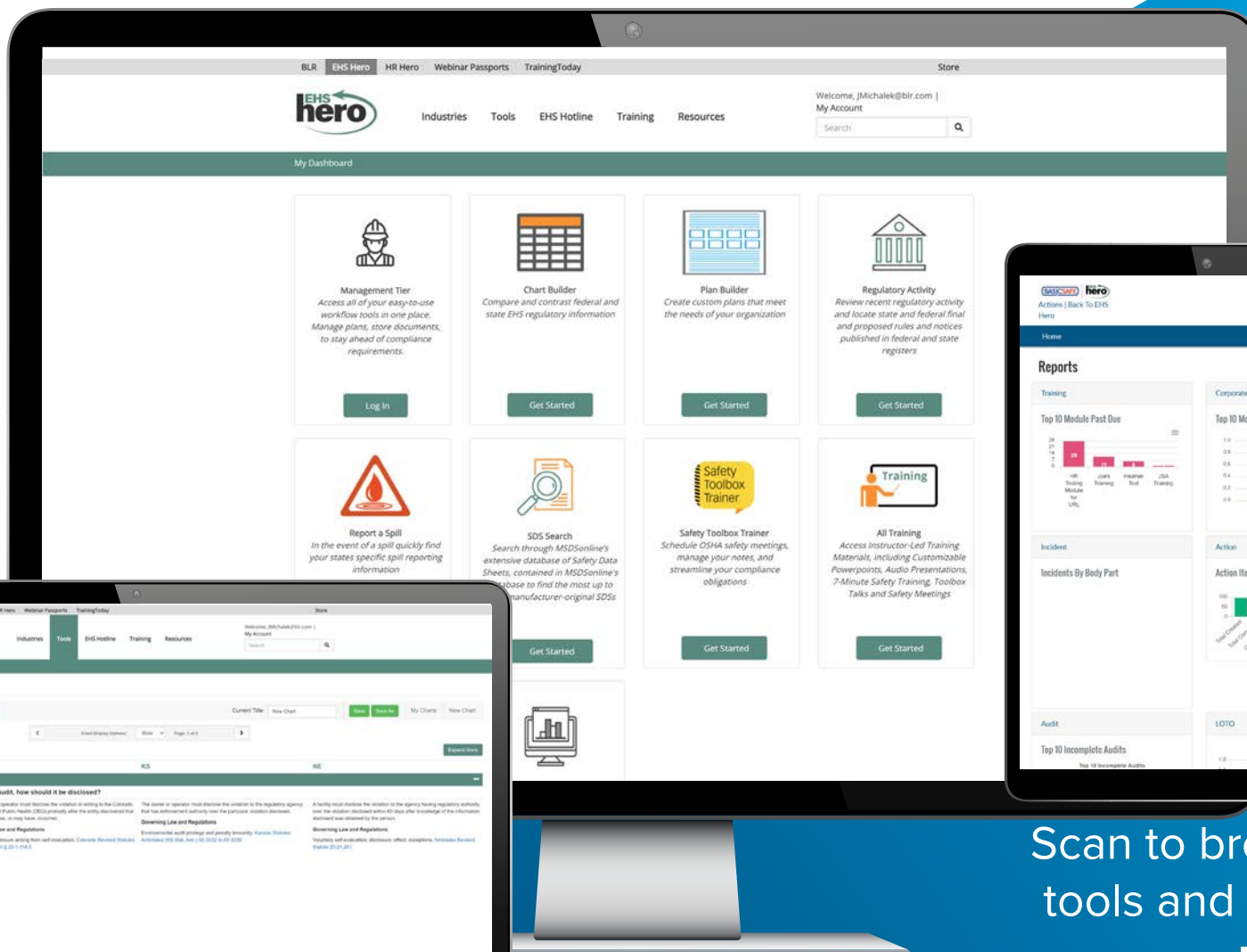
Meet the EHS comprehensive suite

Management tools

- Audits and Inspections
- Work Authorizations
- Compliance History
- Asset Management
- Health Screener
- Incident Reporting and Investigation
- Job Hazard Analysis
- Lockout/Tagout
- Management of Change
- Engagement
- Behavior-Based Safety Tool
- Permit Management
- Process safety management (PSM)
- Risk Assessment
- HazCom/SDS Management
- Training Management
- Virtual Assistant (Document Center, Planner Scheduler, Reporting Module, Corrective Action Preventive Action (C.A.P.A.))

Compliance tools

- Regulatory Analysis Chart Builder
- EHS Hotline
- Plan Builder
- Regulatory Activity
- Report a Spill
- SDS Search
- Timesaving Downloads
- Training Materials



Scan to browse EHS
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.

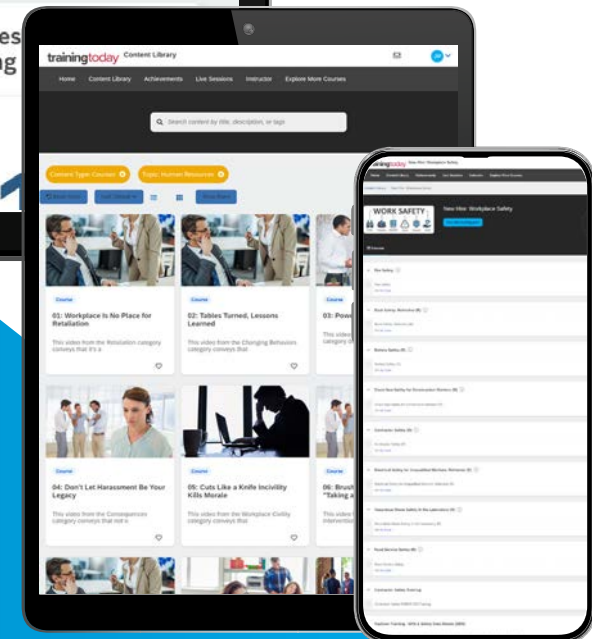
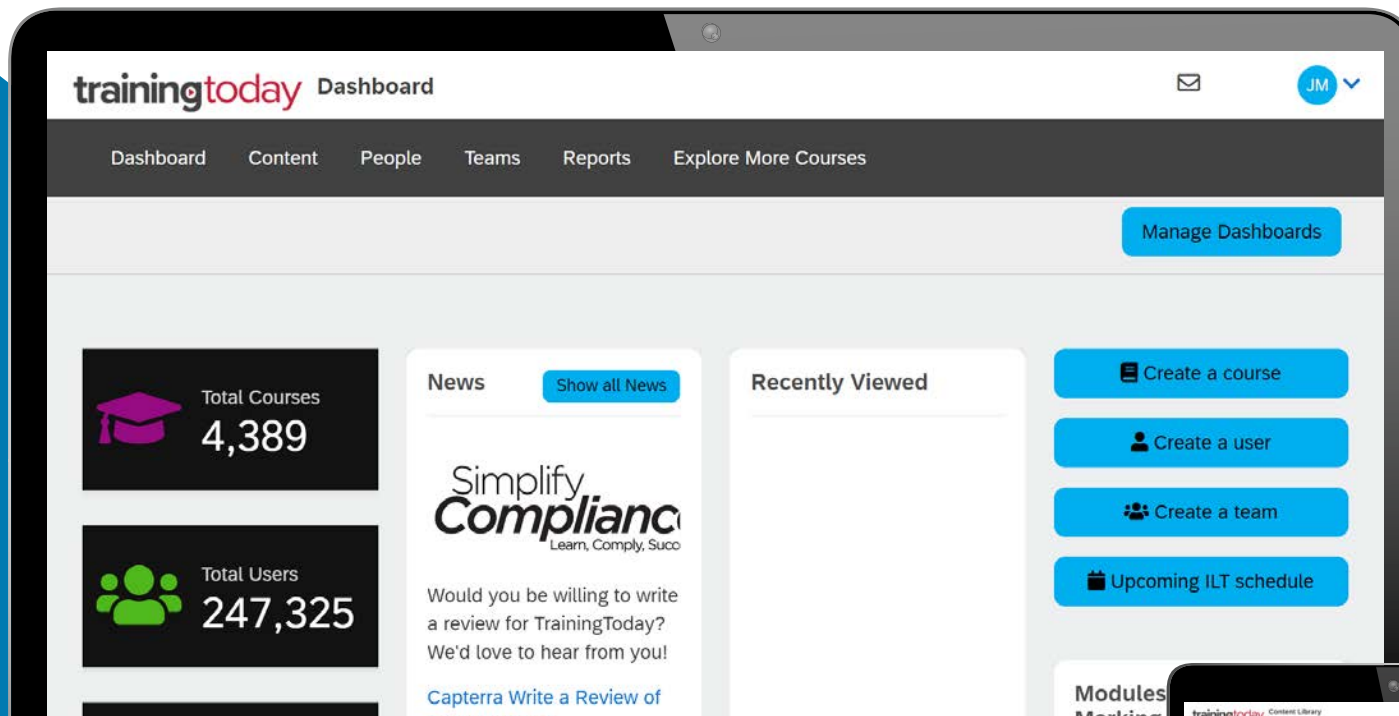
Versatile

- **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



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



Custom learning

Your committed training partner

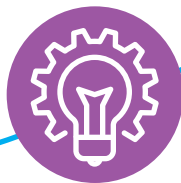
We go through a rigorous discovery process to understand your operations and objectives.

- **Strategy and planning:** Partnering to align corporate training with business goals.
- **Instructional design:** Translating subject matter into engaging training materials and programs.
- **Development and implementation:** Collaborating to create visually appealing and engaging programs.
- **Delivery and evaluation:** Measuring effectiveness and proving ROI.
- **Management and administration:** Aiding in technical execution and administration to support L&D initiatives.
- **Course conversion and formatting:** Updating and modernizing diverse training formats.
- **Customized content:** Branding off-the-shelf training or incorporating your content into existing courses.

Discover the D2D methodology



Design
strategy



Develop
content



Deliverables





L&D staff augmentation

Support when and how you need it

Our L&D experts swiftly achieve a critical depth of understanding of your objectives, your strategy, and your business structure, identifying the most efficient path to solution and backing decisions with years of experience.

Supercharge your L&D team

- **Flexible solutions** - We offer tailored staffing and support options for any organization size and project scope, that aligns with your budget and strategy.
- **Lower risk** - Minimize liability by avoiding hiring full-time staff lacking the necessary skills for key projects.
- **Maximum productivity** - BLR ensures rapid results with specialized expertise, eliminating the need for time-consuming onboarding and upskilling of new talent.

Solutions that scale

- **Agile staffing support** - Enhance your L&D program with hassle-free access to additional talent for long-term or project-based needs.
- **Trusted specialty expertise** - For practical training in fields like technology, we match you with suitable experts and facilitate internal knowledge transfer.
- **Efficient analysis & management** - Our experts audit your L&D needs, recommend solutions, and oversee project execution.

Organizational leadership development

Grow leaders in any landscape

We collaborate with various organizations to develop impactful leaders, fostering a talent pipeline for the future. Bluepoint, a sister brand of BLR, assists in achieving substantial growth in crucial leadership aspects like coaching, innovation, and interpersonal skills.

A better way to develop your leaders

- ✓ **Proven leadership approaches and methodologies**
We believe people at all organizational levels can significantly enhance their leadership effectiveness by studying advanced leadership concepts, direct feedback, intense learning experiences, accountability-based coaching, and personal reflection.
- ✓ **Highly engaging experiences** - We create highly engaging learning experiences where participants work on their most significant business opportunities and challenges. Participants walk away with usable leadership skills and tools.
- ✓ **Designed for your leadership needs** - We listen to our clients and develop solutions to meet their specific needs and objectives. Our team has the tools and expertise to tailor content to different leadership levels, weave in unique cultural values, and help execute your strategic vision.
- ✓ **Comprehensive learning experiences** - Our programs seamlessly extend learning and development by strategically pairing different approaches and delivery methods to craft a blended learning experience.

Transformational leadership development solutions

- **Training programs** - Bluepoint offers leadership development programs for different leadership levels and topic areas utilizing a customizable blended learning approach.
- **Coaching** – For decades Bluepoint has helped clients raise their leadership game. Our seasoned leadership coaches guide leaders through a process to tap into their potential and tackle development opportunities.
- **Instructor-led workshops** – Our instructor-led workshops equip participants with leadership practices and approaches to create extraordinary engagement, alignment, and commitment.



bluepoint

Scan to browse
leadership offerings



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



BLR's influence and impact

A proven model of client success

Client: Counterpart International

Industry: International Development Nonprofit

Product: HR Hero

Challenge

As the Senior Director of Global HR and Administration at Counterpart International, Wendy Bradford needed a way to navigate constantly evolving federal and state employment laws. To efficiently access state-specific regulations for their nationwide employees, she turned to Business and Learning Resources (BLR) for a streamlined solution. Wendy also sought a reliable resource to enhance her HR expertise, learn new methods and best practices, and stay current with industry trends.

Solution

Longtime BLR client Wendy knew her challenges would be efficiently and economically addressed. Before BLR's digital HR platform, she used print publications on compensation, FMLA, and ADA. Now, Wendy quickly accesses specific state laws and requirements through HR Hero, saving time and consolidating resources. "It's great to have one platform for everything," she said.

Results

- MORE compliance confidence
- LESS time spent doing online research for laws at the state, local, and national levels
- MORE accurate, strategic HR-related decisions

Client: Yakima County

Industry: Government

Product: TrainingToday

Challenge

In 2012, Yakima County initiated a countywide training program requiring a versatile learning management system (LMS) with relevant content. Backed by the Board of County Commissioners, the proactive approach aimed to address county-wide challenges. HR Senior Manager Judy Kendall led the effort, involving every level of the organization in developing the comprehensive learning program.

Solution

Kendall discovered TrainingToday while seeking an LMS and learning content provider. The user-friendly LMS met Yakima County's diverse needs, catering to 1,000 employees across 100 job titles. The HR Employment library provided courses on FMLA, Affordable Care Act, FLSA, Sexual Harassment Prevention, Workplace Diversity, and Teambuilding for Supervisors, benefiting both HR and managers. Additionally, safety training courses ensured employee safety and could be leveraged by departments as needed.

Results

After more than 8 years utilizing TrainingToday's online LMS and course content, Yakima County has seen:

- A DECREASE in disciplinary actions.

- A DECREASE in its employee turnover rate.
- AN INCREASE in employee morale.
- AN INCREASE in managers' perceived preparedness to lead a team.

Client: The Amalgamated Sugar Company (TASCO)

Industry: Manufacturing

Product: EHS Hero Management Tools (SDS Management, Lockout Tagout Management, JSA Management, Incident Investigation and Management, Training Management, Audit Management, Permit Management, and the Virtual Assistant tools.)

Challenge

TASCO's in-house software for managing SDSs and procedures lacked document-building capabilities. Struggling to maintain and update the system, TASCO needed a scalable solution for its environment, health, and safety (EHS) program.

Solution

TASCO selected EHS Hero® as the most cost-effective, customizable EHS software, meeting immediate needs and growing with the maturing program. Implementing SDS Management and Incident Management tools at one location, TASCO expanded to all locations after witnessing their value. Enderson utilizes Training Management for safety policy updates, Audit Management for OSHA documentation, Process Safety Management for OSHA's 14 PSM elements, and SDS Management for a centralized safety data repository.

Results

- LESS paper documentation
- BETTER document control
- EASIER audit management
- HIGHER efficiency



BLR[®], a division of Simplify Compliance LLC

blr.com | 800-727-5257 | service@blr.com

