



AUDITS

PRACTICE AREA

An important tool for preventing labor and employment issues that might lead to liability is the human resource audit. Nemeth Bonnette Brouwer regularly audits client human resource policies, procedures, and practices in order to:

- Ensure the employer is in compliance with applicable employment laws
- Provide up-front prevention through sound onboarding documentation
- Ensure consistency of wording and practice throughout all human resource documents, including handbooks and personnel policies
- Ensure the terms of a collective bargaining agreement are correctly worded and followed in all applicable human resource documents and company communications
- Ensure employees are correctly classified as hourly, salaried or independent contractors in order to comply with the Fair Labor Standards Act (FLSA) and applicable wage and hour

The independent contractor versus employee classification is especially important in today's business environment as states get increasingly more aggressive – and restrictive- in defining independent contractors. Employers need to avoid the punitive fines resulting from misclassification and Nemeth Bonnette Brouwer audits can help with this and other employment compliance matters.