



Multi-Unit Franchise Groups

“Focus on Compliance program”

Human Capital, LLC has developed a comprehensive *“Focus On Compliance”* program for franchise group owners. This program is specifically designed to improve system operations with professional administration services while meeting the challenges of regulatory compliance and new government mandates.

Focus On Compliance addresses 4 management challenges in each franchise group:

- 1) Healthcare Reform strategy and solutions focusing on 50 (+/-) employee census and classifications of full time, part time, or equivalents
- 2) Affordable Insurance programs which meet federal standards and diminish the financial burden on ownership/management
- 3) A to Z human resources, beginning with development or updating of employee handbooks, addressing all new compliance issues, review and update of all policies and procedures, assessment of conditions and issues related to Department of Labor and EEOC regulations
- 4) I-9s....the new frontier for regulatory enforcement as the Department of Homeland Security is increasing field audits in target industries.....with emphasis on those sectors historically known for infractions

Example of Target Industries

Quick Serve Restaurants: McDonalds, Wendy’s, Subway, Dunkin Donuts

Home Health Agencies: Comfort Keepers, Interim Healthcare, Right-At-Home

Miscellaneous franchise operations: Fantastic Sam’s, Roto Rooter, 7-Eleven, Signarama

The Human Capital Approach

Human Capital is a professional administrative services company which has been serving clients in 30 states with human resources, payroll processing, employee benefits, and workers compensation insurance along with consulting services in regulatory compliance, risk management, and healthcare reform. Each Human Capital client enjoys a customized program of any combination of services. We are specialists in providing cost effective solutions while recognizing the impact of increasing government regulation as well as healthcare reform. Human Capital also hosts a large in-house health/Benefits insurance agency. With all services available in one place, Human Capital has the unique ability to perform the reporting functions mandated by each regulatory agency.