



HR OnDemand[®] **Advice When You Need It Most**

In the middle of an HR emergency? Need help staying up-to-date on compliance issues? Looking for a second opinion or advice on handling sensitive situations?

When you have HR questions, there's no substitute for expert advice.

Get the answers you need with ICW Group's **HR OnDemand**. **HR OnDemand** provides you with knowledge, compliance tools and live HR experts.

UNLIMITED USAGE INCLUDED FREE WITH YOUR WORK COMP POLICY!

SAVE TIME

- Get advice you need when you need it – call, email or go online!
- No time to research? Let **HR OnDemand** do it for you.
- Easily build and keep your handbook compliant with new laws.

REDUCE COSTS

- Save on HR consultant fees – **HR OnDemand** is free!
- Access thousands of professional forms, documents and tools.
- Attend free webinars – with HRCI & SHRM accredited CE courses.

MAXIMIZE RESULTS

- Recruit, manage, train and retain the best employees.
- Help reduce employment liability and legal risks.
- Further optimize your most important asset – your people.



Sign up at icwgroup.com/HROnDemand

ICW Group has partnered with **Mineral**, a leading HR services provider.

HR OnDemand[®]

Service and Advice You Can Count On!

ICW Group's **HR OnDemand** gives you a certified human resources team at your fingertips. Seasoned HR professionals with PHR[®] and SPHR[®] designations are available to guide you through the most complex HR issues.

Call



Speak directly with an HR expert.

- Consultants ready to answer questions on a broad range of HR topics.
- Available 11 hours each business day, 8:00am - 7:00pm Central Time.
- Written summaries of your calls are always available.

Email



Receive replies within 2 business hours.

- Fast and easy – simply hit send!
- Obtain the same great service as calling.

Online



Access up-to-date tools for any size organization, 24/7!

- Job description builder
- Performance review tools
- Salary benchmarking
- Health care reform center
- HR thought leadership
- Q&A database
- Employee handbook builder
- Federal, state & local law alerts
- Hiring & termination guidelines
- Compliance guidelines & checklists
- HR audit checklist
- Whitepaper & webinar library

Mobile App



In the field or on the go? Then this one's for you.

- Call, email, search – it's all available!

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