



VALUE REPORT

Distribution

Distribution businesses save **\$35,500** annually with Mineral™ solutions.



Typical Distribution Issues We Resolve

Theft, Security, and Monitoring

There has been an increase in missing inventory which has led to suspicion of employee theft. If we install security cameras, do we have to notify employees? Can we search employee belongings before leaving for the day?

Compensable Time

Do we need to pay a different rate for driving versus non-productive and other productive time? How should we track this time? Is time spent at the distribution center waiting for the truck to be loaded compensable (paid) time?

Safety Training and Discipline

An employee caught his arm in a conveyor belt during the cleaning process. Our procedures state the machine must be turned off and locked out while cleaning. We have signed documentation proving the employee was trained on this procedure at time of hire and annually, thereafter. Based on signed training acknowledgements, can we discipline the injured employee and any non-injured employees not following this safety policy?

Annual Value

for 200 EE
distribution company

Mineral Experts™

\$14,000

Smart Employee Handbooks

\$1,500

Training

\$15,000

Job Descriptions

\$2,000

FLSA Classification

\$3,000

TOTAL:

\$35,500

Trusted Guidance, Content, and Technology



Advisory Services

Create a high-performing organization in record-time. Access a best-in-class library chock-full of templates, forms, and checklists that ensure your company is compliant. You'll love our up-to-date, accurate, user-friendly tools.



HR Compliance Tools

Resolve employee issues promptly and accurately. Our certified advisors are standing by to answer questions, provide guidance, and follow-up with research to advise on sensitive issues like safety, attendance, and overtime.



Training Solutions

Ensure your workforce is productive and safe. Easily deploy a training program tailored to your unique needs. Access an extensive library of courses in English and Spanish on topics including environmental and climate site control and site safety and health plans.



I am grateful for the knowledge and expertise of the HR experts at Mineral."

Sharon B.
Media
Pennsylvania