

HR Self-Assessment Scorecard

Rate your company's HR health across training, compliance exposure, and recordkeeping. Score each item, total by section, then match your grand total to the outcome band at the bottom.

EMPLOYEE TRAINING & COMPLIANCE

	YES (2)	PARTIAL (1)	NO (0)
Anti-harassment training delivered to every employee within state-required timeframe (CA, NY, IL, CT, DE, ME, WA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
OSHA / workplace-safety training current for all roles that require it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Annual refresher training tracked with certificates on file	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manager-specific training on discrimination, ADA, and leave laws completed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New hires complete required training within 90 days of start date	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMPLIANCE RISK EXPOSURE

All required federal & state labor-law posters displayed and current	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I-9 audit completed within the last 12 months (avg. fine: \$281-\$2,789 per form)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees vs. independent contractors correctly classified and documented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wage & hour audit performed (exempt/non-exempt, OT, meal & rest breaks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Documented response plan for DOL, EEOC, or state agency complaints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

POLICY, HANDBOOK & RECORDS

Employee handbook updated within the last 12 months and covers all states where you operate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Every employee has signed the latest handbook acknowledgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personnel, payroll, and medical files stored separately and retained per retention rules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written process for terminations, performance issues, and accommodation requests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Single owner accountable for HR compliance and law-change monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Your Total Score

/ 30

26-30 HEALTHY

Strong posture. Keep auditing annually and stay current with law changes.

20-25 WATCH

A few gaps could trigger fines. Close the partials before your next hire.

12-19 AT RISK

Meaningful exposure. One complaint or audit could become expensive fast.

0-11 CRITICAL

Urgent. Avg. non-compliance event costs SMBs \$20K-\$250K+ per incident.

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HR Hotline

- ✓ 50+ certified pros, avg. 18 yrs experience
- ✓ Phone, email, or chat — real-time answers
- ✓ Unlimited access, no per-question fees

Smart Living Handbook

- ✓ Wizard-based builder, all 50 states + federal
- ✓ Auto-updates when laws change
- ✓ Built in under an hour

350+ Training Courses

- ✓ Harassment, OSHA, safety, DEI & more
- ✓ One-click assign to person, team, or company
- ✓ Auto-tracking & certificates included

Compliance Portal

- ✓ 3,000+ federal, state & local laws tracked
- ✓ Proactive alerts when laws change
- ✓ Interactive compliance audits

BEFORE ALLMYHR

- ✗ 5+ disconnected tools
- ✗ Constant Googling
- ✗ Expensive lawyer calls
- ✗ Compliance anxiety

AFTER ALLMYHR

- ✓ 1 unified dashboard
- ✓ Expert on speed dial
- ✓ Compliance automated
- ✓ Peace of mind

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