

# HRTECH Outlook

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## Top 10 Compliance Consulting/Services Companies - 2019

**A**mid the evolution of the regulatory requirements, performing HR compliance audit has become crucial for organizations. Strict compliance to laws is imperative to avoid potential legal risk, especially when impending legislations pertaining to “marijuana” and “Ban the box” being debated extensively. Having a dedicated consulting and services partner can bring them benefits unimagined before. The smaller firms, in particular, need to outsource the HR compliance to an expert compliance services provider who can help them meet the compliance mandates efficiently.

To keep up with the regulations in an automated fashion, many service providers have adopted state-of-the-art technologies, including the cloud, artificial intelligence, and machine learning into their systems. Enterprises can now quickly get the comprehensive reports generated from their compliance services partners and use them in

their legal processes. Whether it’s preparing employee handbook, simplifying and distributing tax forms, or taking disciplinary action when an employee fails to comply with the regulatory law, the services provider can perform all these mundane tasks with the assistance of pioneering compliance management software. Companies can also avail the cloud-based managed services that many compliance service providers offer today to reduce the cost and management overhead.

To help CIOs navigate through the list of HR compliance consulting/services providers, our distinguished selection panel, comprising CEOs, CIOs and VCs, industry analysts and the editorial board of HR Tech Outlook narrowed the top 10 compliance consulting/services companies that exhibit competence in delivering efficient services.

We present to you HR Tech Outlook’s “Top 10 Compliance Consulting/Services Companies -2019.”



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**Company:**  
NavigateHCR

**Description:**  
Focused on making Compliance simple for employers

**Key Person:**  
Dr. Kristin Kahle  
CEO

**Website:**  
[navigatehcr.com](http://navigatehcr.com)

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# NavigateHCR Simplifying Healthcare Regulations

**W**hile completing her doctoral dissertation on Compliance Complexities that employers face under The Affordable Care Act (ACA), Dr. Kristin Kahle realized the importance of businesses staying abreast with the ever-changing legislation. She brought her 25+ years of experience in the employee benefits space into action and established NavigateHCR, with an aim to educate business executives about the intricacies of the ACA and other compliance regulations. Since then, NavigateHCR has been breaking down the complexities associated with compliance regulations through an HR platform, emerging as a full-service compliance consulting and technology company.

CEO of NavigateHCR, Dr. Kahle believes that digital transformation demands organizations across industries to process data and deliver results faster; the challenge here lies in managing employees' information. "Employers must keep track of all employee activities during their service in the company," she explains. Leveraging a proprietary platform called Universal Data, NavigateHCR pulls in data from payroll as well as employee benefits service providers and sends it to respective employers for their correspondence with employees. Reports are then provided to HR managers for analysis and action on employee benefits as well as to regulatory agencies and the IRS, as required.

When it comes to data transfer, NavigateHCR boasts of a smart and flexible way for clients to send or receive information via its Universal



Dr. Kristin Kahle

Data platform. "Contrary to the rigid data structures that clients need to submit before analysis, our Universal Data platform is capable of receiving data in its original form, analyzing, and merging all the information sets together within our system," states Dr. Kahle. Utilizing this information, the company efficiently communicates with the government and related vendors, thereby obtaining employee information from clients and sending it directly to the concerned government entities.

NavigateHCR follows a simple client assistance program, which begins with helping clients in extracting information based on their compliance requirements via a Universal Application. The Universal Application comprises a questionnaire with yes/no queries, which helps NavigateHCR determine compliance needs. "Besides utilizing technology to help our clients stay compliant by all means, we also deploy a 'Care Team,' who undertake the responsibility of guiding the clients in the process of answering all the questions," describes Dr. Kahle.

Recently, a restaurant holding company facing data and employee

issues approached NavigateHCR. The client, with 16 Employer Identification Numbers (EINs), was struggling with the tracking of hours of employees who are exceeding the 30 weekly hours time frame at work. By consolidating all the EINs on a single dashboard, NavigateHCR assisted the client in reviewing employees' activities along with their current location and producing real time reports. The client succeeded in assessing the cumulative working hours for each employee and scheduling shifts, while offering flexible leaves and other perks.

***Our Universal Data platform is capable of receiving data in its original form, analyzing, and merging all the information sets together within our system***

Now a partner of U.S. Employee Benefits Services Group (USEBSG), a division of U.S. Retirement & Benefits Partners (USRBP), NavigateHCR will focus on developing new products and offering compliance measures to its clients. "We also aim to continue educating professionals in the employee benefits industry about the dynamic compliance regulations," concludes Dr. Kahle. U.S. Retirement & Benefits Partners is one of the nation's largest independent employee benefits and retirement planning specialists, serving over 10,000 employer clients. 