

## Actionable, reliable HR advice

Scale Funding provides complimentary HR support to all its customers.

Scale's HR Support Center with On-Demand services, powered by Mineral, gives you anytime access to online tools and documents, as well as live advice from our team of certified HR advisors.

### Common issues that our HR advisors help solve

- We received a complaint about harassment. How do we respond?
- Does an I-9 form need to be updated when an employee has a name change?
- Should we ban romantic relationships in the workplace?
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- How do I keep an employee at-will but require them to give notice before leaving?
- Can the same person be both an employee and an independent contractor?
- How do we calculate whether we're covered under FMLA?
- Can an employer legally make their employees use accumulated vacation hours?
- Do you recommend reducing hours as a disciplinary measure?

You have enough things to worry about. HR should not be one of them. Become a customer of Scale Funding and receive our complimentary HR Support Center services from Mineral.

### Reliable advice. Rigorously audited content. Ridiculously easy to understand. From ThinkHR:

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|-------------------------------------------|--------------------------------|---------------------------|
| ✓ Practical, live HR advice               | ✓ Sexual harassment prevention | ✓ Handbook builder        |
| ✓ HR ticket history                       | ✓ HR trainings                 | ✓ Policy customization    |
| ✓ HR live chat assistance                 | ✓ HR Advisor newsletter        | ✓ Custom job descriptions |
| ✓ Law library                             | ✓ HR fitness test for HR gaps  | ✓ New hire kits           |
| ✓ Law alert notifications                 | ✓ Ask the Advisor Q&As         | ✓ HR forms & templates    |
| ✓ Resources covering common employer laws | ✓ Guides on popular HR topics  |                           |

### To get started

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