

STAFF MANAGEMENT | SMX:

# YOUR PARTNERS IN ILLINOIS COMPLIANCE

Managing the complexity of recruiting and workplace laws and regulations can be a burden for any organization. At Staff Management | SMX, we are experts at staying on top of changing regulations in the employment space and have a history of being leaders in the compliance space.

We have dedicated legal and compliance teams as well as propriety technology to help you manage your site's unique requirements.



## Are you struggling with:

- Compliance laws and regulations being complex and different at varying locations
- Constant documentation and reporting being burdensome
- Ensuring consistent practices are in place
- New and changing regulations in Illinois

From company specific assessments to government documentation – we've got it covered.

## U.S. IMMIGRATION & CUSTOMS ENFORCEMENT IMAGE PROGRAM

Staff Management | SMX is the only staffing provider to attain charter membership in the U.S. Immigration and Customs Enforcement IMAGE Program. Our decade-long partnership with IMAGE offers your organization the greatest risk mitigation and brand protection available in the area of employment verification.



## EFFECTIVE SAFETY & TRAINING

Workplace safety needs to be a priority every day. That's why we tailor our proven safety program to complement, support and enhance your existing program. Staff Management | SMX is committed to fostering comprehensive safety awareness throughout your facility and providing a safe work environment for everyone. Our goal is to ensure our safety programs are part of every service team members' daily framework and standard operating procedures (SOPs).

Illinois also has mandatory sexual harassment training for associates. Our team ensures this training is completed during the onboarding process and renewed each year. Associates are notified via Stafftrack and the training can be completed within the app to confirm compliance.

We conduct comprehensive safety training during all of our new hire orientations. Orientation materials are communicated via simulations, videos, presentations and a client-customized orientation manual.



## PAY EQUITY

Pay equity is a set of criteria employers use to set wages and must be sex-and race-neutral. Pay equity laws are one of the biggest areas of movement in employment regulation right now. We work with our customers around what they are paying their associates to ensure full compliance.



**Want to learn more about how our compliance team can help elevate your operation?  
Visit [staffmanagement.com/safety-and-compliance](https://staffmanagement.com/safety-and-compliance).**