

Comprehensive HR Audits:

Strategic Assessment for Compliance, Risk Mitigation, and Performance

Regular HR audits are essential to identify vulnerabilities, ensure strict regulatory compliance, and optimize workforce management practices. With over 20 years of experience, [JR Holmes Consulting Group](#) provides thorough, objective, and expert audit services. We reveal gaps and opportunities that protect your organization and enhance operational effectiveness across healthcare, in-home care, nonprofit, and service-based industries.

Our Audit Services Include:

- Compliance Audits – Rigorous, 100% compliance-focused reviews of employment law adherence, including FLSA wage and hour practices, employee classification standards, and state/federal recordkeeping requirements.
 - Policy & Documentation Review – Comprehensive assessment of employee handbooks, personnel files, employment contracts, and procedural documentation for legal adequacy, consistency, and alignment with current employment laws.
 - I-9 & Immigration Compliance – Expert verification of employment eligibility documentation, ensuring proper Form I-9 retention, storage, and E-Verify compliance to mitigate risk from government investigations.
 - Benefits & Compensation Analysis – Evaluation of pay equity, FLSA exemptions, benefits administration, ERISA compliance, and total compensation structures to ensure fair, competitive, and legal compensation.
 - Workplace Safety & OSHA Compliance – Thorough review of safety programs, OSHA injury reporting requirements, hazard communication, and mandatory regulatory posting requirements.
 - HR Systems & Data Integrity – Assessment of HRIS accuracy, data security, reporting capabilities, and integration across platforms to improve operational efficiency.
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The JR Holmes Approach

We conduct systematic, tailored reviews of your policies, practices, and documentation, benchmarking against federal/state legal requirements and industry best practices. Our detailed, actionable audit reports provide findings, risk ratings, and prioritized action plans with clear implementation timelines.

Why Choose JR Holmes HR Audits

Undetected compliance issues and operational inefficiencies expose organizations to lawsuits, high penalties, and strategic disadvantages. Our proactive, expert audits:

- **Demonstrate Due Diligence:** Reduce legal exposure and liability.
- **Strengthen Internal Controls:** Ensure consistent, compliant operations.
- **Position HR as a Strategic Partner:** Align workforce practices with business goals and culture.

Gain confidence in your HR operations with comprehensive audits that identify issues before they become liabilities.