

# More than payroll software, way more.

Founded by a top-rated employment attorney, Forework® combines custom employment technology with the experience of HR professionals and wise counsel of employment attorneys, to provide businesses with an end-to-end outsourced solution for all their employment obligations.



Where everything checks out.

# Where everything checks out

Founded by a top-rated labor and employment attorney, Forework provides custom employment technology solutions, automated real-time compliance, and on-demand access to employment law experts.



Mina Poricanin Esq., PHR  
Founder & CEO

Before founding Forework, I practiced employment law in a large New York law firm, representing businesses in all their employment-related litigation and day-to-day employment matters. During that time, I saw almost every possible train-wreck scenario that a business owner could face as a result of employment law violations. From invasive government investigations, to expensive lawsuits that threatened to bankrupt a business, I defended my clients. I found that many companies were struggling to understand the full scope of employment law obligations that applied to them, and many employers could not keep up with the ever-changing laws and regulations.

I also found that many employers relied on their payroll companies to tell them how to comply with wage and hour laws, but the payroll programs that were on the market often failed to accurately compute employees' wages and this resulted in massive errors. These errors were even more pronounced in niche industries, like home care, which has unique wage and hour requirements.

And when the laws changed, payroll companies failed to update their wage computation formulas fast enough, resulting in further payroll errors for their clients. My clients were well-intentioned businesses, but the employment law demands were simply too vast and complicated for them.

The idea for Forework came to me one day as I was counseling yet another client about their worst and best-case scenarios in an aggressive class action wage and hour lawsuit. My client had gotten into trouble because their payroll system had failed to correctly compute their employees' wages, and the client did not even realize this until they were sued. The client had accumulated liability for 1000s of its employees over a 6-year period. In that moment, I decided to create a solution that would minimize the likelihood of these types of train wreck scenarios happening to good business owners again.

Forework provides a full end-to-end solution to employers. With our solution, HR is no longer separated from payroll, and vice versa. Every system within an organization that impacts employment talks to one another. The payroll system is designed with compliance at the forefront. When regulatory changes necessitate a change in the payroll system, we are on top of it because we have attorneys who carefully monitor the legal requirements. And outside of payroll, Forework provides real counsel regarding employment obligations. Although Forework is not a law firm, it combines into one company the experience and knowledge of employment attorneys with payroll, tax, attendance and leave management technologies to ensure that businesses can "check off" all the boxes on their employment compliance.

# Built-in compliance

**Employment and workplace laws** are constantly changing, and they are complicated to begin with. Noncompliance can lead to lost time, lost revenues, and reputation damage.

Forework takes on those problems, removing the complexity of payroll tax compliance, payroll processing, wage and hour systems, e-verify and immigration, harassment and discrimination training and avoidance, policy development, employee leave management, termination, and wage parity.



## Immigration

E-Verify and I-9



## Employment Policies

Paid Time Off Policies, Handbooks, Employment Agreements, Onboarding Documents



## Wage Parity

Tracking, Compliance, and Reporting



## Payroll Scheduling

Attendance Verification, Payroll, Paystubs, Wage and Hour Compliance



## Employee Self-Service

Employee Onboarding, Termination and Everything in Between



## Payroll Tax

Reporting and Withholdings

# Access to your employment experts is one click away

Forework understands that employment problems pop up unexpectedly. That is why clients have on-demand access to our experts, to guide them through the toughest of challenges.

## Hiring, Onboarding & Off-boarding

- On-Site Human Resources
- Employee Termination Assistance
- Unemployment Claim Resolution
- Employee Self-Service Onboarding
- Application and Hiring Forms
- Background Checks
- Immigration

## Talent Strategy & Development

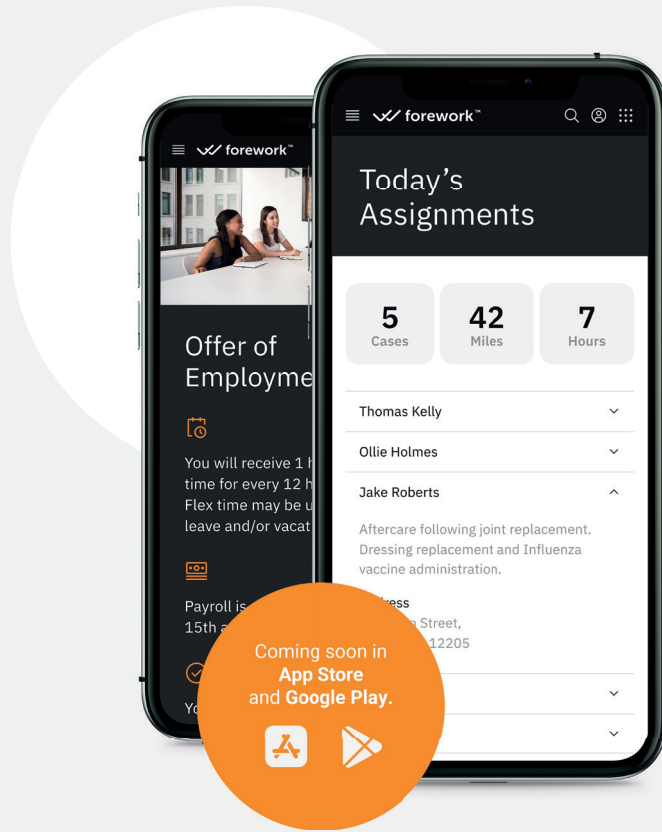
- Employee Training
- Compensation Systems
- Employee Discipline
- Performance Management
- Promotions and Demotions
- Personnel Chart Audits

## Payroll

- Time and Attendance
- Payroll Withholding
- Tax Reporting
- Check Processing
- Labor Law Compliance

## Workplace Compliance

- Policy Development and Implementation
- Workforce Downsizing
- Employment Documents
- Leave Law Support
- PTO Tracking & Policies
- Attendance Tracking
- Workplace Investigations
- Gig Economy Management
- Labor Law Compliance
- Compliance Self-Audits
- Drug Testing
- Employee Discipline
- Nondisclosure And Trade Secrets
- Employee Benefits
- Workplace Safety
- Healthcare Worker Hiring



## Employment document management

Choose from a complete set of employment templates, or upload your own. Employees will electronically review and approve all employment documents, including policy updates, and we will store all those documents for you.

Reminders, alerts, and dashboards ensure your documents are signed, tracked and always up-to-date with the latest legal requirements in our secure digital personnel file database.

## Time & attendance amplified

Automate time and attendance through GPS-enabled location tracking, scheduling, and attendance verification. It's never been easier to keep track of what employees are doing, what they are earning, expenses, travel time, and pay.

# Manage your business, not your employment compliance

As an all-in-one solution backed by the expertise of real employment attorneys and accountants, and state-of-the-art technology, Forework frees you up to focus on growing and running your business, not keeping up with the ever-changing employment laws and regulations. Let us do the hard work for you.



## Hiring and Onboarding

Employee Self-Service



## Time and Attendance

Location Based Attendance Verification



## Payroll and Tax Reporting

Wage and Hour, Tax Compliance



## Human Resources On-Site and On Demand

Employment Experts, on Your Schedule



## Performance and Attendance Management

Automated and Compliant Employee Oversight



## Employment Documents

Compliant and Updated Policies and Agreements

A person with long hair, wearing a dark hoodie and pants, is sitting on a large rock. They are looking out over a vast, hazy landscape under a bright, low sun, likely at sunrise or sunset. The scene is backlit, creating a warm, golden glow.

# Change your focus to the future

Whether you're hiring your first employee, managing attendance abuses by employees, or deciding to implement a new drug-testing policy for new hires, Forework will provide the experience and technologies to support and manage your business, allowing you to focus on your business's future.



Where everything checks out.

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