

Retraining and Notification Act

The Compliance Continuum

As your team grows, so do your compliance responsibilities. This graphic illustrates key headcount thresholds that trigger new HR considerations.

Disclaimer: This list addresses federal requirements and is not intended to be exhaustive. Additional laws and regulations, including state or local requirements, may apply depending on where your company does business or other factors. You should consult with your HR outsourcing provider or employment law counsel to determine whether additional responsibilities apply.

1+ Employees	15+ Employees	20+ Employees	50+ Employees	100+ Employees
FLSA: Fair Labor Standards Act	FLSA: Fair Labor Standards Act	FLSA: Fair Labor Standards Act	FLSA: Fair Labor Standards Act	FLSA: Fair Labor Standards Act
 FLSA-Exempt vs. Non-Exempt Classifications 	 FLSA-Exempt vs. Non-Exempt Classifications 	 FLSA-Exempt vs. Non-Exempt Classifications 	 FLSA-Exempt vs. Non-Exempt Classifications 	 FLSA-Exempt vs. Non-Exempt Classifications
FLSA-Overtime Tracking	FLSA-Overtime Tracking	FLSA-Overtime Tracking	FLSA-Overtime Tracking	FLSA-Overtime Tracking
• FLSA-Lactation Accommodation	FLSA-Lactation Accommodation	FLSA-Lactation Accommodation	FLSA-Lactation Accommodation	FLSA-Lactation Accommodation
FLSA-Child Labor	FLSA-Child Labor	FLSA-Child Labor	FLSA-Child Labor	FLSA-Child Labor
EPA: The Equal Pay Act	EPA: The Equal Pay Act	EPA: The Equal Pay Act	EPA: The Equal Pay Act	EPA: The Equal Pay Act
 USERRA: The Uniform Services Employment and Reemployment Rights Act 	 USERRA: The Uniform Services Employment and Reemployment Rights Act 	 USERRA: The Uniform Services Employment and Reemployment Rights Act 	 USERRA: The Uniform Services Employment and Reemployment Rights Act 	 USERRA: The Uniform Services Employment and Reemployment Rights Act
 OSHA: The Occupational Safety and Health Act of 1970 	 OSHA: The Occupational Safety and Health Act of 1970 	 OSHA: The Occupational Safety and Health Act of 1970 	 OSHA: The Occupational Safety and Health Act of 1970 	 OSHA: The Occupational Safety and Health Act of 1970
 Federal Labor Law Postings 	Federal Labor Law Postings	Federal Labor Law Postings	Federal Labor Law Postings	Federal Labor Law Postings
State Minimum Wages	State Minimum Wages	State Minimum Wages	State Minimum Wages	State Minimum Wages
• 1-9 Reporting	• 1-9 Reporting	• 1-9 Reporting	• 1-9 Reporting	• 1-9 Reporting
New Hire Reporting	New Hire Reporting	New Hire Reporting	New Hire Reporting	New Hire Reporting
	 Title VII of the Civil Rights Act of 1964 	Title VII of the Civil Rights Act of 1964	 Title VII of the Civil Rights Act of 1964 	Title VII of the Civil Rights Act of 1964
	 GINA: The Genetic Information Nondiscrimination Act 	GINA: The Genetic Information Nondiscrimination Act	 GINA: The Genetic Information Nondiscrimination Act 	GINA: The Genetic Information Nondiscrimination Act
	 ADA: The Americans with Disabilities Act 	 ADA: The Americans with Disabilities Act 	 ADA: The Americans with Disabilities Act 	 ADA: The Americans with Disabilities Act
	PDA: The Pregnancy Disability Act	PDA: The Pregnancy Disability Act	 PDA: The Pregnancy Disability Act 	PDA: The Pregnancy Disability Act
		 ADEA: The Age Discrimination in Employment Act of 1957 	 ADEA: The Age Discrimination in Employment Act of 1957 	 ADEA: The Age Discrimination in Employment Act of 1957
		 COBRA: The Consolidated Omnibus Budget Reconciliation Act 	 COBRA: The Consolidated Omnibus Budget Reconciliation Act 	 COBRA: The Consolidated Omnibus Budget Reconciliation Act
		Budget Reconciliation Act	 FMLA: The Family Medical Leave Act 	FMLA: The Family Medical Leave Act
			• EEO-1 Reporting	EEO-1 Reporting
			Executive Order 11246	Executive Order 11246
			ACA: The Affordable Care Act	ACA: The Affordable Care Act
				Vaccine tracking capabilities
				WARN: The Workers Adjustment Potroining and Notification Act