

# THE 2026 SMALL BUSINESS HR CHECKLIST

9 simple questions to see if your business is protected.

## Part 1: Growing into New States

- The Multi-State Trap:**  
Do you have a simple way to track taxes for employees living in different states?
- The Unemployment Shield:**  
Are you paying too much in state unemployment taxes (SUTA) in new markets?
- The Local Rule Check:**  
Have you checked the new 2026 labor laws for every city where your team works?

## Part 2: Keeping Your Best People

- The Group Discount:**  
Are you paying "individual" prices for insurance, or are you part of a large buying pool?
- The Big-Company Perk:**  
Can you offer the same high-end health plans as a global corporation?
- The Turnover Cost:**  
Do you know how much it actually costs you when an employee leaves? (Hint: It's usually \$30k+).

## Part 3: Fixing Hidden Leaks

- The "One Version" Rule:**  
Are your payroll, benefits, and tax info all in one easy-to-read place?
- The 15% Test:**  
Have you checked your HR bills lately for overcharges or hidden vendor fees?
- Confident Managers:**  
Can your managers have a "tough talk" with an employee without feeling nervous?

15 minutes could save you 15%.  
**Book your free audit.**

HELPSIDE