



Why HR Compliance Technology Belongs in Your 2026 Budget

THE CHALLENGE

Compliance is Consuming HR

Compliance is no longer a back-office chore. It's a boardroom risk. With remote work and evolving regulations, HR teams are under pressure. Instead of driving engagement and culture, they spend **25%+ of their time on compliance**, and for multi-state employers, it's **3.6 times higher**.

The Cost of Non-Compliance*

The risks aren't abstract. They're costly and immediate:

\$160K

average employment lawsuit settlements (excluding attorney fees)

\$665M

worker settlements resulting from EEOC actions in 2023

\$274M

total back wages due to wage and hour violations

~\$2K-\$28K

I-9 paperwork fines per violation

Even a single mistake, such as failing to register in a remote employee's state, can trigger audits, lawsuits or fines that far exceed the cost of prevention.

THE SOLUTION

VirgilHR Compliance Technology

VirgilHR **automates the complex work** of tracking regulations, updating policies and maintaining documentation. HR leaders receive **real-time alerts, intuitive dashboards and automated workflows**, transforming compliance from a manual burden into a streamline, managed system.

What Compliance Tech Delivers

Compliance technology keeps your organization current, efficient and protected:



Stay Current. Real-time law updates, ready-to-use policy templates and complete audit trails.



Reduce Admin Load. Automated leave management, employee classification and payroll integration.



Defend & Report. Easy-to-access dashboards, secure document delivery and full compliance history.

Proven ROI*

Organizations using compliance tech see measurable results:

- **40% less time** spent on compliance tasks.
- **75% reduction** in outside legal spend.

BOTTOM LINE. Manual compliance is a liability. Delays, errors and fines cost far more than prevention. Compliance technology pays for itself within the first year. VirgilHR combines legal expertise with automation for complete confidence.



Stop Compliance Risks Before They Start.
[Book a Demo Today!](#)

*Sources: SHRM 2024 Compliance Survey, Gartner HR Tech ROI, U.S. Department of Labor, EEOC reports



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