

Build, Update, and Manage Compliant Handbooks – Automatically

Attorney-Validated. Always Current.

Build compliant handbooks across all 50 states from one platform

Most employee handbooks have gaps. Outdated policies, missing state-specific requirements, acknowledgments that were never tracked. HR teams know it – but staying current across federal, state, and local employment law is a full-time job on its own.

VirgilHR's Employee Handbook Builder changes that. Built by HR professionals and backed by attorney-validated legal content, it gives HR teams the tools to create, update, and manage compliant handbooks across all 50 states – without needing a law degree or outside counsel every time something changes.

“Creating compliant handbooks in minutes, not hours.”

“VirgilHR has transformed how we support our clients. I can quickly answer complex multi-state compliance questions and create fully compliant handbooks in minutes. The platform keeps us ahead of changing laws, helping us reduce risk for our clients while delivering faster, more confident guidance.”

Stacy Sines-Smith

Director of HR Operations,
BlackwellHR



Handbook Import & Analysis

Upload an existing handbook to immediately surface missing policies and compliance gaps.



Guided Policy Questionnaire

Answer structured questions to generate policies tailored to your locations and workforce.



Automated Legal Updates

Stay aligned with current federal, state, and local employment law across all 50 states.



Multi-State Support

Build and manage handbooks for single-state or complex multi-state workforces from one place.



Collaboration & Review Tools

Enable stakeholders to review, comment, and approve handbook content in a structured workflow.



Digital Signature Management

Distribute finalized handbooks and track employee acknowledgments for audit-ready records.



The Challenge

Employment laws change constantly – and the stakes for getting it wrong are real.

- Policies that are no longer compliant after a law changed
- Existing handbooks with gaps no one knew were there
- Multi-state workforces where requirements conflict or layer
- Internal review cycles that stall without a clear process
- No reliable record of who acknowledged what and when

Who it's for

- HR leaders and managers who own handbook compliance
- Multi-state employers navigating layered requirements
- Growing organizations formalizing HR policies for the first time
- HR consultants managing handbooks across multiple clients
- Organizations that need audit-ready acknowledgment records
- Any team whose handbook hasn't been reviewed since the last law changed

What you get

Reduce Legal Exposure

Attorney-validated policies built to hold up – not just check a box.

Stay Current Automatically

Legal change alerts keep your handbook ahead of new requirements, not behind them.

Cut Research Time

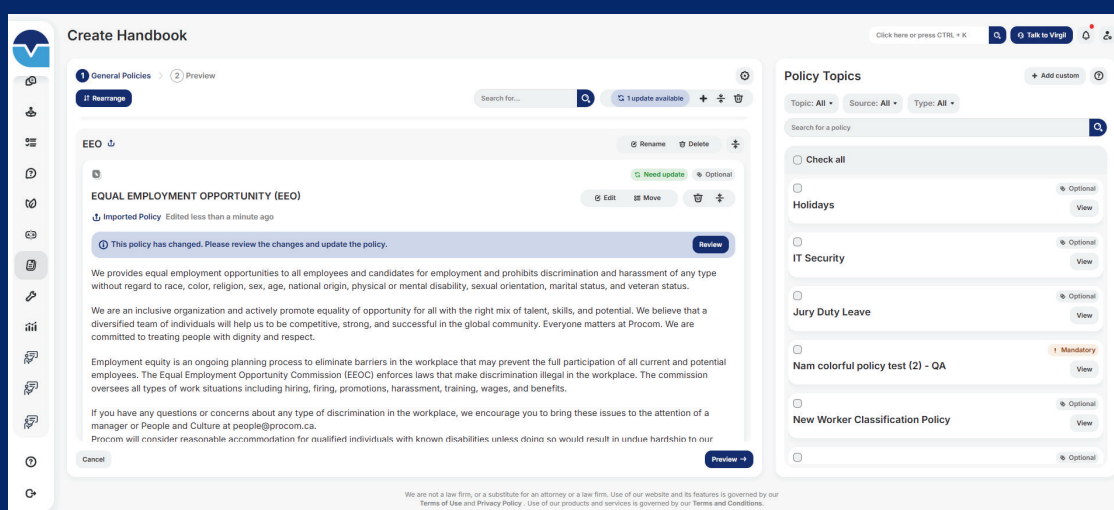
Stop manually tracking what changed, where, and what it means for your policies.

Audit-Ready Documentation

Acknowledgment tracking and version history, ready when you need to show your work.

About VirgilHR

VirgilHR provides HR professionals with attorney-validated tools and guidance to navigate employment law compliance and maintain workplace policies aligned with regulatory requirements across all 50 states. VirgilHR does not provide legal advice and does not create an attorney-client relationship with users.



See It in Action

See how VirgilHR builds compliant handbooks in minutes, not hours.

Request a personalized demo and we'll show you exactly how it handles your states, your policies, and your edge cases.

virgilhr.com • sales@virgilhr.com • 833.484.7445