

Your ROI the Larkin Way

Managing leave, benefits, and accommodations with clarity and personal attention is essential for providing the kind of experience your employees deserve, and doing so in legal compliance isn't negotiable. But absorbing all those work hours, and taking on the risks associated with regulation, can add more trouble and cost than it's worth. When you invest in a partnership with Larkin, that return isn't just worthwhile—it's as priceless as peace of mind.

The Drawbacks of DIY Management



Frustrating For Employees

Employees may feel uneasy sharing sensitive medical details or personal challenges with an employer, and may have to explain their situation repeatedly to various people who aren't leave law experts. This inconsistency and unclear information add stress to an already challenging time, leading to a higher chance of the employee leaving.



Stressful For HR

Managing leave and disability benefits in-house means an additional 20 hours per week of communicating with employees and managers, drafting letters, tracking leave time, reviewing and approving documentation, and managing the returns to work.



Risky For Employers

Besides assuming responsibility for the technology platform, processes, and integration, you also take on the substantial risks around compliance. You need to staff your program and ensure they stay current with the constantly changing regulations in all regions where your employees are located. **Speaking of which...**

Non-compliance is a risky business

1. Neverending Compliance Adaptation

There are over 400 federal and state leave laws, and no notification system to rely on as they evolve. Staying up to date takes enormous effort, which increases for employees working across state and international borders. This is before staff can even begin to handle the administration, documentation, and deadlines involved in the Family and Medical Leave Act (FMLA).



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400
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2. Significant Economic Consequences

Should you fall short and face an FMLA lawsuit, the average defense cost is \$80,000, regardless of outcome¹. Losing could cost an average \$335,000 in lost pay, liquidated or punitive damages, legal fees, emotional distress, and injunctive relief². In one case of FMLA interference and retaliation over parental leave, the employee was awarded \$2.85 million³.



On average, it costs
\$80,000
to defend a lawsuit.



That said, it costs
\$335k
to lose a lawsuit.



One plaintiff was awarded
\$2.8M
In an FMLA
interference case.

3. Damaged Company Perception

As news of this FMLA lawsuit spread, the negative publicity could degrade the industry reputation and employee trust that you have built. Current employees may feel insecure and begin to look elsewhere as morale slips, while potential employees might hesitate to join a company with a track record of legal issues.

4. Personal Liability Potential

While these possible impacts of non-compliance on your company's reputation, hiring, and finances are sobering, the US Department of Labor also states that managers and supervisors can be sued directly and held personally liable for paying damages.

¹Society for Human Resources Management / ²Disability Management Employer Coalition / ³Potomac Legal Group PLLC

40,000+

managed leaves in 2024

At Larkin, we managed 40,000+ leaves in 2024 alone.

Larkin delivers assurance of a compliant company and supported, informed employees. But how we deliver that assurance where our “people-first” partnership adds that extra value.

Larkin helps employers by delivering...



Assured Compliance

Our compliance team continuously monitors the legislative landscape across the U.S. and Canada, and all work is reviewed by independent legal advisors and in-house experts. We assess your policies, offer best practices advice, and provide clear action steps, from handbook updates to manager training.



Tailored Services

We always try to understand your challenges, collaborate on optimal solutions, and customize the entire program to what you and your employees need. Our flexibility also extends to how we look for improvements and continuously enhance our services for improved efficiency and a better experience.



Automated Notification System

Whenever an employee's leave status changes, our system triggers a notification to keep selected stakeholders informed. You'll receive email notifications for requests, approvals, updates, extensions, and returns to work, and we include links to the Portal for easy access when you need it.



Full-Team Support

Team Leads — expert admins who have an extraordinary breadth and depth of experience. These pros have seen it all, and are your first point of contact for inquiries and case details, while our Client Service Managers handle strategy and performance. Team Leads involve account management, compliance, analytics, and tech as needed.



Insights & Reporting

Larkin's Employer Portal lets you analyze trends and understand updates with self-service access to all leave data. You can track leaves through key milestones, filter, generate dynamic reports, and search for an employee to see all leave details in real-time. When you need deeper insights, Larkin's team is here to help—offering expert analysis and custom reports delivered directly through the portal.



Higher ROI

While some providers focus on lowering PEPM at the expense of service, Larkin delivers ROI where it matters most: employee experience. When employees feel supported, they return to work more smoothly, stay longer, and perform better. Our proactive monitoring and built-in automation help catch issues early and reduce human error—so leaves run smoothly, HR teams stay focused, and your workforce thrives.

Larkin helps employees by delivering...



A Personal Experience That Goes Beyond a Process

Navigating leave laws can be confusing. Larkin makes it simple. Employees receive clear, accurate guidance based on the latest federal, state, and company policies—so they can access their benefits with confidence and return to work with peace of mind.



A Stress-Free leave from Start to Return

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Confidence in Compliance, Secure in Their Job

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Safeguarding Your Investment

Whether you have 500 or 20,000 employees, managing leaves is a highly regulated, time-consuming, and complex process. Larkin ensures every step is handled correctly, efficiently, and in compliance with federal and state laws, helping you realize the return on your leave management investment.

In-House

\$30–50,000 annually

(based on salaries of employees that are engaged)

- ✗ Potentially millions of dollars in damages
- ✗ 20+ hours per week added to internal load
- ✗ HR under pressure and added stress
- ✗ Employees face uncertainty and inconsistency
- ✗ Hiring costs when employees don't return

VS

Larkin

\$25,000 annually

(based on 500 employees, 40–60 leaves per year)

- + Compliance is assured
- + Everything handled by our team
- + HR can focus on organizational goals
- + Employees get one point of contact
- + Improved retention rates

Larkin's true value shines when we see how many people we'd need to hire to do what they're doing for us. It's not just managing leave—they're taking on a significant workload.

Interested in working with Larkin?

Contact us