



How Rivia Mind Traded Manual, State-by-State Compliance Research for a Repeatable Process —

Saving 59+ Hours of Admin Work



Featured Customer:

Adam Juran • Strategic Talent Partner, Rivia Mind

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Compliance Advisor is great for someone where compliance or learning & development are not their sole job, which is the reality for many HR leaders. If a leader that owns compliance is juggling many other things, or if they're an HR team of one, this is an incredible tool.

— Adam Juran, Strategic Talent Partner, Rivia Mind

175+
Employees

**trained across
23 locations**

59+
Hours

**saved on manual
research**

\$1,000s
Reduced

**on potential
legal fees**



ABOUT RIVIA MIND

Rivia Mind is a psychiatrist-owned, large-scale private practice of psychiatrists, therapists, and mental health professionals working together to provide compassionate, evidence-based care. The practice provides hybrid outpatient mental health care across New York, New Jersey, Connecticut, Massachusetts, and Florida, giving patients the flexibility to access support in person and virtually. Understanding a person is the foundation of meaningful treatment. That's why we give patients and clinicians the time they need to build trust and work toward lasting change, because mental health isn't just about managing symptoms – it's about helping people reflect, grow, and take control of their lives.

RIVIA MIND'S CHALLENGE

CONSTANTLY EVOLVING COMPLIANCE REQUIREMENTS

Businesses without a proper compliance program face 2.7x more in penalties and remediation costs. But for lean HR teams like Rivia Mind's—who cover far more than compliance alone—keeping an agile, always-on program that meets every shifting state, jurisdiction, and industry requirement is easier said than done.

**Businesses without a proper
compliance program face**

2.7x

**more in penalties and
remediation costs**

That challenge is even sharper in healthcare, one of the most heavily regulated industries out there. For Rivia Mind, staying current on training amid everything else meant constant manual research—one state and one course at a time, with real risk of human error at every step.



RIVIA MIND'S SOLUTION

EASYLLAMA'S COMPLIANCE ADVISOR

The Rivia Mind team needed something that could automate the compliance research they'd otherwise have to do by hand or spend thousands of dollars consulting a lawyer for. They also needed to match the right training to the right state, industry, and role without adding another task to an already full plate.

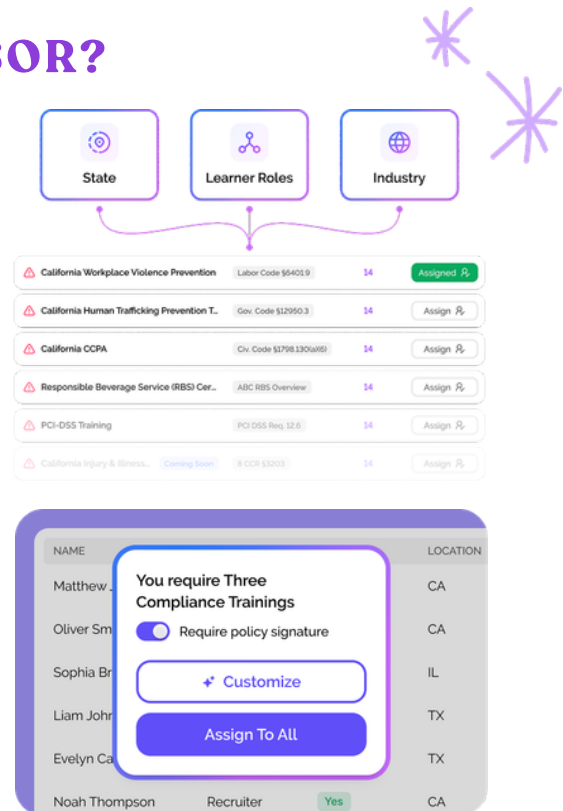
More than speed, they needed a solution they could genuinely trust to get it right. Knowing Compliance Advisor is powered by a lawyer curated and verified database of 800+ federal and state training mandates gave the team confidence in the requirements and guidance they were seeing.

That combination of automation and legal credibility is what turned hours of manual research into a process Rivia Mind could actually rely on.

WHAT IS COMPLIANCE ADVISOR?

Compliance Advisor is EasyLlama's always-on compliance partner for compliance training.

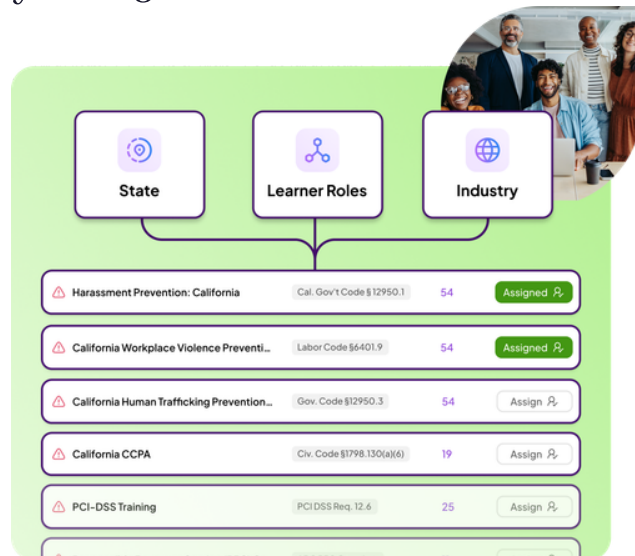
HR teams shouldn't have to interpret shifting, state-by-state regulations on their own. Compliance Advisor delivers lawyer vetted recommendations on which trainings apply based on location, industry, and role, and flags the disclaimers worth paying attention to. It also auto-assigns the right courses, taking that judgment call off a manual process.





HOW COMPLIANCE ADVISOR WORKS

- ☐ **Create a Compliance Profile** – tell us a few details about your organization.
- ☐ **See what applies** – get requirements based on the layered verified regulatory database.
- ☐ **Know what to do** – see who needs training, when it's required, and why.
- ☐ **Build your Compliance Program** – turn those requirements into an actionable program tailored to your organization.
- ☐ **Customize courses** – modify courses so the training reflects your organization's policies, roles, locations, procedures, and workplace needs.
- ☐ **Take action** – assign legally-vetted and expertly-created EasyLlama training to the right people.



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"Compliance Advisor feeds you the compliance and training requirements information you need. It takes a lot of the research element out of it — you know that it's been vetted, and you know that it's being provided by a reputable source. It also gives you the disclaimers of things that you should pay attention to. For those that find compliance complicated, or just don't enjoy it, Compliance Advisor is a great tool to leverage, it really simplifies it all for you."

– Adam Juran, Strategic Talent Partner, Rivia Mind



THE RESULTS

THE IMPACT OF COMPLIANCE ADVISOR

Once Rivia Mind started using Compliance Advisor, the team was able to simplify their entire program and give themselves significant time back. The impact was immediate: hours of research burden gave way to vetted, reputable guidance with clear disclaimers, the right courses were auto-assigned by state, industry, and employee population, and requirements the team didn't even know existed were flagged as regulations changed.

59+ Hours of Admin Work Saved.

Automating state and industry applicability checks across all 59 required courses saved roughly 1 hour of manual evaluation per course — plus all of the time required to design and build the courses in the first place.

Less Manual Work, Reduced Risk.

Fewer manual lookups across state-specific compliance rules in NY, CT, NJ, FL, and MA. A lawyer curated database and vetted resources replaced guesswork with clarity, cutting through confusion and misinformation.

Lean Team. Full Coverage.

A small HR team manages a training program spanning multiple state-specific requirements — with Compliance Advisor auto-assigning the right courses to the right employees at the right time, no manual guesswork required.

A Continuous, Lawyer Vetted, Agile Compliance Program.

An ongoing, always-on compliance program across the entire employee lifecycle — automatically re-checking and monitoring compliance as headcount grows and the business expands into new states.





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"Compliance Advisor evaluates whether a training or requirement applies to your business for you. It helps you make sure that the trainings that you are going to be assigning meet the specifications of your business, rather than just saying industry and employee count, here you go... let's hope this covers us. It's a nice checkpoint for a person in HR that you can constantly reference and it has saved our team an immense amount of time.

– Adam Juran, Strategic Talent Partner, Rivia Mind

That time saved compounds for multi-state employers. Adam pointed to California, Connecticut, New York, New Jersey, and Massachusetts as examples where the same course can carry different state-specific or supervisor vs non-supervisor requirements.

Compliance Advisor has become a built-in compliance checkpoint that scales with the business: as headcount grows or new states become active, the team revisits it at least quarterly to reassess what's required. It's made growing their team and company an easier, stress-free process.



Compliance Program for Acme Inc. ✓ Verified

✦ Your recommendations

TRAINING & LAW	WHO NEEDS IT	WHERE
Harassment Prevention: Smar... Cal. Gov. Code § 12950.1 - N.Y. Lab...	All employees 125 learners	CA NY
Chicago Sexual Harassment P... 775 ILCS 5/2-109 - Chicago Muni. C...	Chicago 38 learners	NY IL
Heat Exposure & Illness Preve... 8 CCR § 3395 - Cal. Labor Code § 64...	Supervisors 14 learners	
New York HERO Act N.Y. Labor Law § 218-b	New York 14 learners	
Implicit Bias Awareness for Li... 225 ILCS 60/23	Licens... 14 learners	

1 Month one · high priority

2 Month two · state-specific

3 Month three · the rest

Create learning journey

✦ Only the right people

✦ Always-on regulation and risk monitoring



LEARN ABOUT EASYLLAMA

READY TO GET A PREVIEW OF COMPLIANCE ADVISOR?

COMPLIANCE FOR SMARTER, SAFER WORKPLACES

Want to see Compliance Advisor in action? Check out a one-minute recorded demo, where we walk you through exactly how it works – from building your compliance profile to getting lawyer-verified training recommendations tailored to your business. It's the fastest way to reduce risk and protect your employees.

The screenshot displays the 'Harassment Prevention: Smart Assign' interface. At the top, it shows a thumbnail of people in an office, the title 'Harassment Prevention: Smart Assign', and metadata: '1 hr', 'Every 1 year', and 'Covers 4 mandates'. Below this, a green box explains the recommendation: 'Why are you seeing this? You told us Acme has supervisors in Californi...'. The 'Assign to' section includes buttons for 'CA', 'NY', and 'NY (New York City)', with a note that '8 learners need to be assigned' and an 'Assign' button. The main content area is titled 'Harassment Prevention: CA Supervisor' with a 'CA' filter. It is divided into four sections: 'Who' (All supervisors based in California — 14 people today), 'When' (Within 6 months of hire or promotion, then every 2 years), 'Required policy' (Harassment & Retaliation Prevention Policy — California), and 'Relevant law' (Required under Cal. Gov. Code § 12950.1). At the bottom, two white boxes state 'Checked by our legal team' and 'Every line cites its source'. A purple arrow on the left points from the bottom of the screenshot towards the call-to-action button.

[Take an Interactive Tour of Compliance Advisor →](#)