

Cravens Warren and IRONWOOD Business Consulting have established a working relationship to provide your company with regulatory telephone support with a team of HR, Safety, and DOT specialists at NO COST TO YOU. This support service is paid for by Cravens Warren and is intended as a management/ownership support line. When having to navigate the regulatory complexities that face today's employers, IRONWOOD is there to provide regulatory guidance and best practice advice. This service is only available as an active Cravens Warren client.

To use this service, a no-cost agreement needs to be established with IRONWOOD and once on file, you can call 888-743-5238 or email IRONWOOD directly with your questions.



Human Resources

Email HR@ironwoodbc.com for questions on the following:

- Hiring and Firing Best Practices
- Wage and Hour Division Complaint
- FLSA Regulations
- FMLA Guidance
- Employee Conflict Resolution
- Whistleblower Complaints
- Overtime / Employee Benefits
- Return to Work / Light Duty
- Form I-9 Guidance
- ICE / Homeland Security Investigation
- Disgruntled Employee Advice
- Recruiting / Interviewing Practices



Crisis Management

Email Info@ironwoodbc.com for questions on the following:

- 24/7 Crisis Management
- OSHA Investigation/Complaints
- Natural Disaster
- Employee Personnel Crisis
- OSHA Post-Citation Guidance
- DOT Investigations
- Pandemic / COVID Employee Guidance
- Employee / Contractor Injury or Fatality
- DOT Mitigation Plan Recommendations
- I-9 Mismatch Letter Notification
- Active Shooter Threat Assessment
- EEOC Investigation



Health, Safety and Environmental

Email Safety@ironwoodbc.com for questions on the following:

- Regulations & Interpretation
- Recordkeeping Guidelines
- Post Accident Reporting
- Training Requirements
- PPE Recommendations
- Prequalification Questionnaire
- OSHA Pre-Investigation Guidance
- Safety Manual Review / Recommendations
- Sub-Contractor Compliance Guidance
- Non-DOT Drug & Alcohol Questions
- OSHA Annual Posting Requirements
- ISNetwork, PEC, Avetta, DISA Guidance



DOT / FMCSA / Fleet Compliance

Email DOT@ironwoodbc.com for questions on the following:

- Interpretations of FMCSRs
- Determining Operating Authority
- DOT Investigations
- Insurance Filing Information
- DOT Recordkeeping Requirements
- DOT Drug and Alcohol Questions
- D&A Clearinghouse Questions
- Conditional Safety Rating Upgrade Advice
- CSA/Safer/CAB Report Interpretations
- DOT Post Accident Recommendations
- Driver Qualifications (DQ) Files
- Vehicle Maintenance / DVIRs