

HR Solutions is an...

Advocate... on your side to help you comply and minimize risk

Advisor... who is knowledgeable about all applicable employment laws and regulations

Accessible partner... one you can trust and depend on.

HR Solutions: *Like having your own HR department. Only better.*

Please visit www.hrsolutionsource.com to see a complete listing of services.



Solving the People Puzzle.



- ✓ Employee Relations Support
- ✓ Recruiting/Retention
- ✓ Benefits Administration
- ✓ Worker's Comp Management
- ✓ Sexual Harassment & Discrimination

- ✓ Management Development
- ✓ Investigations
- ✓ Performance Management
- ✓ Unemployment Hearings
- ✓ Policy & Procedure

Solving the People Puzzle.



HR Solutions Can **SAVE** You Time and Money.

HR Solutions' risk assessment helps you **avoid expensive harassment or discrimination claims** or wage disputes, at a cost that is a fraction of paying an attorney.

In addition, HR Solutions' proven training and performance management systems ensure **higher employee retention**, which adds up to less money spent on recruitment and training and higher profits for you.

Best of all, these effective employee management programs lead to **more motivated and productive workers** and **decreased attendance issues...** all of which means you spend less time dealing with employees and more time growing your business.

HR Solutions helps you:

- ▶ Establish effective training and performance management processes
- ▶ Groom motivated, more productive workers
- ▶ Improve overall morale and workplace environment, thereby decreasing attendance problems
- ▶ Spend more time growing your business and less dealing with employee issues



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HR Solutions Can **MINIMIZE** Your Risk.

Whether you're just starting up or have been in business for years, you need to ensure you have policies and practices in place to **protect you from liability**.

It only takes one "problem" employee to jeopardize the future of your business. Through its exclusive risk assessment, HR Solutions can guide you in protecting yourself from costly fines or lawsuits. Would you rather pay \$200 now or **\$2,000,000** down the road for employment-related violations?

HR Solutions helps you:

- ▶ Learn the right way to hire and fire employees
- ▶ Respond to tough questions about benefits, wages, overtime, discrimination, harassment, disability, and more.
- ▶ Understand the ever-changing regulations of FLSA, FMLA, ADA, Title VII/EEO, ADEA and more.

HR Solutions **ELIMINATES** the Headache of Managing Employees.

Through improved compliance, training, and performance management, **HR Solutions** helps you achieve greater success in a more positive working environment. With programs that **improve productivity and culture**, you and your staff will enjoy going to work each day.

And by giving you the tools to make better hires and consistently motivate and respond to employee issues, **HR Solutions** gives you more time to focus on doing what you do best.

HR Solutions helps you:

- ▶ Rest easy knowing you're in compliance with applicable laws and regulations.
- ▶ Delegate responsibility more freely knowing your employees are well-trained and motivated
- ▶ Know exactly how to respond to "typical" employee problems
- ▶ Know exactly where to turn for the answers to unusual employee issues—at a fraction of the price of calling an attorney

