



HUMAN RESOURCES CONSULTING SERVICES

WHAT IS HR ADVISORY SERVICES?

Stabilize Environment



Act as Employer Resource



WHAT TYPE OF CLIENTS CAN WE HELP?

Well Established



You already have a trained person in the role so our responsibility is to fill in interim needs.

Do Not Have an HR Specialist



HR responsibilities are filled with existing personnel. We can help them fine tune policies. You can benefit from specific a la carte projects or a full scale HR audit to evaluate processes.

WHAT ARE THE TRIGGERS?

Transitional Period

- Personnel turnover
- Personnel leave of absence

First Time HR

- New laws/regulations that need compliance
- Company growth that increased complexity such as: new office, doing business in a new state or generally need infrastructure
- A mature company seeking a pulse check

1. Opportunity to revamp

2. Keep existing process

SERVICES

- HR AUDIT
- RECRUITMENT
- HR PROCESS REVIEW
- EMPLOYMENT/BENEFIT MATTERS

A LA CARTE PROJECTS

- 01 Open Enrollment
- 02 Recruiting/Hiring Process
- 03 Employee Notice Requirements
- 04 Employee Handbook
- 05 Recordkeeping & documentation

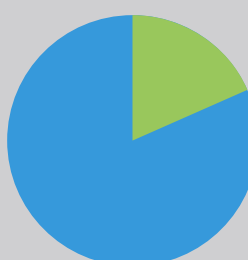
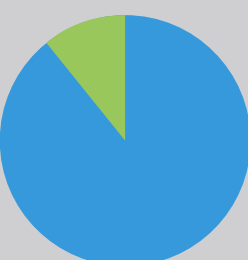
WHAT ARE THE PENALTIES?

I-9 Forms \$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$ \$216-\$2,156

EEOC notice \$\$\$ \$525 per violation

FMLA posting requirements \$ \$163 for each offense

In the past years, US companies had at least an **11.7%** chance of having an employment charge filed against them.



A study of small-medium sized businesses showed that **19%** of employment charges resulted in defense and settlement costs averaging a total of \$125,000. Even with insurance, companies might see an average deductible of \$35,000.*

* Source: The 2015 Hiscox Guide to Employee Lawsuits



Interested? Contact:

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