



Brewing better business solutions

Organization Development

- > Objective assistance in organizational planning and staff development
- > Provide support with development assignments
- > Redeployment of staff when necessary
- > Assist management with the development and implementation of strategic plans.
- > Maintain confidentiality and integrity

Employee Relations

- > Assistance in providing key processes in employee retention.
- > Program, policy and procedure development for employee management.
- > Monitoring employee practices to avoid internal inequities, discrimination, and potential law suits.
- > Assist management on business strategy, communication and issues management.
- > Effective training on managing discipline issues in order to avoid legal concerns on discipline and terminations.
- > Organizational restructuring and acquisitions assistance related to people requirements.

Benefits

- > Design, implementation, and management of benefits programs.
- > Working with vendors to ensure benefit costs are held to a minimum.
- > Communication of benefit programs and the value of each program to employees.
- > Ensuring competitive edge with employee retention through benefits programs.
- > Monitoring regulation compliance to avoid jeopardizing plan qualification and expense allowances (HIPAA, COBRA, ERISA, et al).
- > Integration of plans and regulations to improve costs.

Compensation

- > Ensure that employees are paid efficiently and appropriately.
- > Assisting in objective administration and ensuring policies are followed.
- > Assist with development and implementation of effective performance management programs.
- > Meeting compliance with FLSA regulations to avoid penalties.
- > Records Management
- > Maintain legally correct and accurate employee files including orientation to termination documents.
- > Provide required filings for government and vendors such as I-9 and EEO-1.