



Our Risk Management Division offers HR Consulting for any business needing assistance with HR issues such as recruiting, policy creation, and implementation, all in accordance with the law. We give you access to HR professionals, including labor and employment law consultants and attorneys.

"The Risk Management Division has been extremely helpful in all aspects of HR. From everyday questions, to HR law, they have been key in helping our company become successful. HR is complex, so having them to bounce ideas off of is great. They are always there to answer even the simplest of questions! We are truly grateful for the support the Risk Management Division has provided us. We enjoy working as a team with them."

- Renee Lane, Human Resources, Holbein Inc.

SERVICES OFFERED

- Comprehensive onsite HR audits.
- Legal review and/or development of agreements such as non-compete, confidentiality, etc.
- Onsite or web-based HR trainings.
- Full recruiting services including sourcing, screening, and interview scheduling.
- Employee handbook review or development, including legal review.
- Guidance for responses to EEOC changes.
- FMLA and leave of absence administration.
- Development of performance management process and evaluation tools.
- Creation of job descriptions and classification of positions as exempt or non-exempt from overtime.
- One-on-one coaching for frontline managers.
- Guidance through difficult disciplinary issues and terminations.
- Access to our toll-free HR Helpline.
- Complete, outsourced HR solutions.
- Labor Relations expertise including: contract negotiation, compliance advice, and representation at grievance and arbitration hearings.
- Employee benefits compliance advice regarding ACA, ERISA, COBRA and GINA.
- HIPAA compliance advice.