

Testimonials from Our Client Partners

HR Partners International, Inc. offers a wide variety of services and support for HR Professionals. I have reached out to the group for assistance with the design and implementation of our first ever Employee Satisfaction Survey. The process of working with the HR Partners team was simple and effective. Not only did we achieve 93% participation in the survey, the report was so easy to review that we have already identified significant areas to focus our continuous improvement methodologies. Thank you, HR Partners for your outstanding service!

**Sandy Sullivan, PHR - Director, Human Resources
Garretson Firm Resolution Group, Inc.**

Through our experience with HR Partners we have found them to be a highly responsive and valuable resource in executing key projects. The team is talented and possesses a broad base of experience across the HR spectrum. They demonstrate professionalism, a sense of urgency and a willingness to do whatever it takes to deliver for their clients.

**Jack Dupps - VP, Human Resources
Formica Corp**

HR Partners worked in our Corporate office for the better part of one year, assisting us in analyzing our employee support structure, developing a model to meet our employee needs and company culture, and guiding us in finding and recruiting the right individual to fill a very important leadership role on a permanent basis in the future. HR Partners were responsive, professional, and flexible.

HR Partners International was respectful of our employees and our company culture and took a genuine interest in working with us to develop a model for meeting our employee needs in the future. I would highly recommend HR Partners International.

**E. Paul Hitter, Jr. - Senior Vice President & CFO
Messer Construction Co.**

Darlene and HR Partners is the REAL DEAL! As a mentor of mine and a great friend Darlene has consistently exceeded my professional expectations. Her expertise in many areas of HR and business has had a vast impact on me, my business and the Cincinnati HR community in general. She is the go-to person with one stop HR needs and has a unique and progressive approach to streamlining HR systems to create ROI. Her ethical and personal values make it easy to partner with Darlene. You always know you will have a job well done when hiring Darlene as a consultant. Bringing Darlene into your organization will help your HR headaches turn to HR achievement.

**John McCarthy - CEO
AGI Management Inc**

Darlene is one of the few people in HR who stretches the boundaries of what HR can, and should, be doing in today's business climate. She is forthright, candid and insightful to her clients and truly does all she can to move the HR initiatives in a Company forward. Darlene is strategic and realistic in her approach to HR and her clients. I consider her a key connection professionally and personally. I would highly recommend her to be a network contact, a trusted ally and consultant and someone who will do all she can to make your company succeed!!

**Steve Browne, SPHR - Director, HR
LaRosas Inc.**

Your Partners for Outsourced HR Services



Imagine...

An Entire Team of Experienced HR Professionals from a Single Source.

Compensation. Benefits. Employee relations. Legal compliance. HR is a complex, multi-disciplinary profession. Finding a single individual who is expert in all facets is difficult, if not impossible.

You need partners.

With HR Partners International, you can tap the talents of the best HR pros in business today. Through our affiliate partner relationships, HR Partners is able to provide you with the absolute best in each area of HR expertise.

We provide you with experts.

Whatever your project, HR Partners can help you get the job done right. For over 20 years, HR Partners' consortium of independent experts has met the unique challenges presented by a multitude of client organizations.

Headquartered in Cincinnati, Ohio and founded by respected consultant and practitioner Darlene Mack, SPHR, HR Partners International has affiliates regionally, nationally and globally. All affiliate partners are dedicated to providing the leading-edge HR solutions your organization needs to compete and succeed.

HR Partners International— guidance you can trust, the custom services you need, at a price you can afford.



Experienced
HR professionals
committed
to helping your
organization
meet its unique
HR challenges.



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for *Emerging & Small Businesses*
We are your HR Department



for *Established Businesses*
We are your HR Department's
HR Department



HRSnapshot™ Audits

If you think . . .

- ▶ EEO refers to Old MacDonald's farm
- ▶ I-9 is a bingo term
- ▶ COBRA refers to a snake in a basket
- ▶ USERRA serra is a Doris Day song
- ▶ FMLA=FLSA=LMFAO

. . . you might need an HR audit.

Let HR Partners International ensure that your HR policies, procedures and practices are 100% compliant.

- **Legislative Compliance Audit**—More than 500 pieces of employment legislation are passed each year. How do you keep up? How do you know which apply to you?
- **Independent Contractor Snapshot Audit**—Are they really employees in disguise? What are your liabilities?
- **FLSA Snapshot Audit**—Are your employees correctly classified exempt vs. non-exempt? Is your organization at risk?
- **I-9 Snapshot Audit**—Missing dates, documents, or signatures = huge fines.

HR Partners' HRSnapshot™ Audits answer your compliance questions and provide a vital tool for avoiding legal liability and maintaining your organization's competitive position.

Need an all-encompassing HR Audit?

HR Partners also offers **HR Assure™**, a full HR audit complete with our HR RoadMap™ detailed action plan report.

Go to www.HRPIInc.com
for our Quick Self-Audit tool

Specialty HR solutions for small business needs



HRFastTrack™ - Go from Zero to HR in 30 days!

HRFastTrack™ is a unique bundle of services that lays the foundation for your HR function in 30 days. All services are also available separately.

- **Full HR Audit**—we take a snapshot of how you are doing things today, cross-check those processes (or lack thereof!) against both compliance and best practices indices, and provide a step-by-step, date-by-date guideline to get your HR practices in full alignment with your business.
- **Policies Handbook**—outlines all relevant policies in easy to understand language. Handbooks assist management in administering policies consistently and help employees answer many of their basic questions themselves.
- **Job Descriptions**—using our proprietary electronic job analysis/description tool, we create current, data driven, legally compliant job descriptions for each position, as well as a plan to maintain them as your organization evolves.
- **HRRoadMap™**—your detailed, customized step-by-step plan for moving forward to maintain and build on this now-solid foundation.

Retainer HR

Too small for a full-time HR professional but need the expertise? We *are* the HR department for small companies. Our retainer services cater to the skyrocketing demand for HR staffing flexibility and breadth of expertise urgently needed by today's businesses. Services range from 10 hours per month to full-time. Use only the number of hours per level of professionalism that you need, increasing/decreasing service levels as your organization's life-cycle needs change.

Contract HR

Do you need a temporary HR professional for a specialized project? Recruiting? Someone to fill in for an absent HR pro? To handle your training needs or compensation review? An extra set of hands during open enrollment? We are here to provide that expertise to you at the level you need, for the duration you need.

HR Hotline

Have Questions? We've got Answers. HR Hotline is an annual fee service designed for the employer who may not need a regular HR presence but has questions related to employees, employment issues, or workplace concerns, as well as for current HR professionals who'd like a "second opinion" regarding a workplace issue. Purchase packages that fit your needs, starting as low as twelve questions/year.

Three levels of service support your HR Team

Need a little help? A lot of help? HR Partners International provides services tailored to your requirements. Use only the hours and level of expertise you need; increase or decrease services as your needs change.

1

Generalist Level—support your existing HR systems

- HR Policies Maintenance
- HRIS/HRMS Maintenance
- HR Communications
- Day-to-Day HR Questions & Answers
- Day-to-Day Employee Relations
- New Employee Integration
- Compensation Administration
- Benefits Administration

2

Specialist Level—design new systems; provide independent judgement on HR issues

- HR Compliance Audits
- HR Best Practices Audits
- Employee Surveys
- Employee Policies Manuals
- Employee Assessments
- Job Analysis and Redesign
- Compensation Studies and Strategies
- Incentives & Variable Pay
- Wellness & Work/Life Programs
- Employee Communications
- Recruiting - Selection - Retention
- Orientation Program Design
- Performance Management
- Competencies/Gap Analyses
- Training Design and Implementation
- New Manager Training & Coaching
- Leadership Development
- Termination Processes
- Outplacement Services - Full Support
- Turnover Analysis

3

Strategist Level—integrate corporate and HR strategy, objective vision and best practices

- Mission, Vision, Goal Setting
- Strategic Planning, Forecasting
- Executive Coaching
- Corporate Culture Assessment
- Retreats/Meetings Facilitation
- Mergers & Acquisitions
- Succession Planning
- Change Management
- Corporate Redesign
- "Hot Line" Support