

Human Resource Solutions



 **BOND BEEBE**
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Bond Beebe Human Resource Solutions

Your Source For Comprehensive HR Support and Leadership

Why Outsource Your HR?

It is increasingly challenging and time consuming for organizations to meet HR administrative and compliance needs. Outsourcing the HR function provides access to trained professionals, with unique HR knowledge, who are experienced in managing employee needs.

Who Outsources?

Organizations that need knowledgeable HR professionals to manage their compliance requirements, keep employees productive and retain good people.

HR Management Pays Off

The financial advantages include enabling your organization to have a team of specialists, without having the high cost of salaries and benefits. Additionally, it reduces the potential for compliance violations, which can quickly become a legal liability leading to lawsuits, fines, and penalties. The most important reason is the productivity gains a HR program can bring to the business.

Examine the ROI

The costs of hiring, training, firing and maintaining a compliant workforce far outweigh the investment in an outsourced HR Director. Our support can reduce turnover, optimize the cost of benefit plans and help mitigate risks. The investment pays for itself with one retained employee or avoided penalty.

Personnel Management Options

The HR Lifecycle

Bond Beebe manages your HR lifecycle. As your organization grows, downsizes or encounters change, we will be there to control the impact. Minimizing turnover and managing performance issues materially enhances productivity. We help plan for change and reduce workplace interruption.

Scalable HR Options

Bond Beebe provides practical and cost effective solutions. We can become your HR Director or provide project assistance.

Outsourced HR Director

Use us as your HR resource for technical support and leadership.

Consulting & Projects

Let us be your HR advisor while your Controller or Office Manager handles routine responsibilities.

Talent Acquisition

Our recruiters will manage your hiring needs. They will handle advertising, screen candidates and assist with applicant negotiations.

Compensation Support

We provide compensation studies and salary benchmarking. Are wages competitive? Do incentives exist to motivate people to excel beyond their job requirements? Let us help.

Create a HR Plan

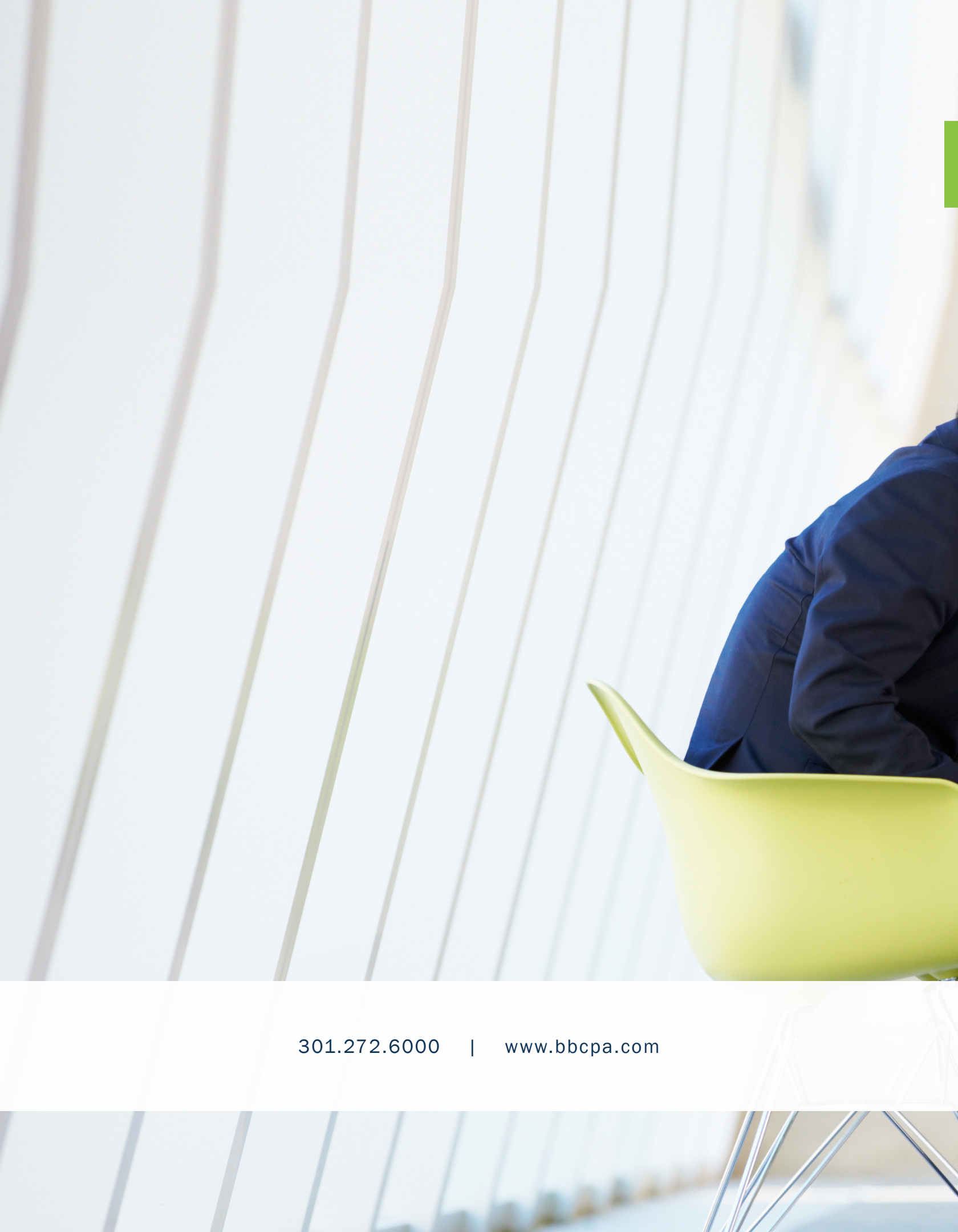
Labor is the main expense for most organizations, but many companies do not have a HR plan. As a result, they may leave themselves exposed to compliance, productivity and compensation issues. Let our professionals develop and manage a plan to help you stay on track, proactively manage needs, retain key performers and attract the next wave of high-level talent.

Key Service Areas

- HR Compliance Audits & Assessments
- Organizational HR Plans
- Policies, Procedures & Employee Handbooks
- Candidate Recruiting, Screening & Interviewing
- Employee Onboarding, Training & Compliance
- Recordkeeping & Personnel File Management
- Employee Performance Appraisal Programs
- Performance Issues; i.e. Coaching, Disciplinary
- Personnel Separation Responsibilities
- Compensation Studies

Ready For Your HR Assessment?

Ask about our HR Assessment. We start with a brief interview with the CEO to understand your objectives. Then, we review existing policies and talk to key members of your management team.



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