



Effective HR

HR Advisory Solution for Small Employers

Effective HR is a human resources advisory firm that specializes in meeting the needs of small employers with 5-150+ employees. Effective HR provides these employers with the benefits of a full-time, senior HR manager at a fraction of the cost.

INCREASE REVENUE

Brokers receive an 8% commission on Effective HR services, adding a new revenue stream to your book of business. The services provided by Effective HR enable you to retain your current clients, acquire new accounts, and extend the lifetime value of your clients.

PROTECT YOUR CLIENTS

Employers benefit from an on-site HR manager, providing a personalized level of service that helps protect against competitors who offer standard PEO or Payroll Administration solutions. Effective HR aids you in identifying cross-selling opportunities and allows you to retain HR commissions, regardless of future competition for benefits business.

SERVICES OFFERED

- HR Compliance Risk Assessment
- HR Compliance Solution
- Employee Handbook
- Job Descriptions
- Next Generation Leadership Training
- Hiring and Termination Processes
- Performance Management

For more information, contact your Emerson Reid Representative.

Sample Pricing Guide

	First Six Months HR Specialist "1 Day/Week" On-Site & Telephone Support	Second Six Months "2 Days/Month" On-Site & Telephone Support	Year Two "1 Day/Month" On-Site & Telephone Support	Year Three "1 Day Twice/Year" On-Site & Telephone Support
Employees	<ul style="list-style-type: none"> ■ Handbook Update or Creation ■ HR File Review ■ Skills Inventory ■ Job Descriptions ■ Key Accountabilities ■ Unlimited Job Benchmarks ■ Org Chart 	<ul style="list-style-type: none"> ■ Benefit Review ■ Exit Interview ■ Reference Policy ■ COBRA ■ Alignment Analysis 	<ul style="list-style-type: none"> ■ Grievance Procedure ■ Team Building ■ Accountability Training ■ Interview Training 	<ul style="list-style-type: none"> ■ Wage Benchmarking ■ Annual Review ■ Employee Goals
Hiring/Firing	<ul style="list-style-type: none"> ■ Hiring Process ■ Termination Process ■ Offer Letter ■ NDA & Non-Solicitation ■ Performance Mgmt. ■ On-boarding 	<ul style="list-style-type: none"> ■ Wage & hourly audit ■ Compensation Review ■ Payroll Audit ■ Supervisor Training ■ Discipline Policy 	<ul style="list-style-type: none"> ■ Turn Over Analysis 	<ul style="list-style-type: none"> ■ Right Sizing
Compliance, Strategic	<ul style="list-style-type: none"> ■ Workers Comp ■ FMLA ■ Employee Leave ■ Wage & Theft Act ■ Affordable Care Act 	<ul style="list-style-type: none"> ■ Harassment Training ■ Classification Audit ■ EEOC ■ Immigration – I9 ■ "Pay Docking" ■ Alignment of HR & Business Plan 	<ul style="list-style-type: none"> ■ OSHA ■ Drug Free Workplace 	<ul style="list-style-type: none"> ■ Government Agency Response ■ Alignment of HR & Business Plan ■ PEO Analysis ■ HR Budget
	\$2750/month	\$1250/month	\$750/month	\$500/month