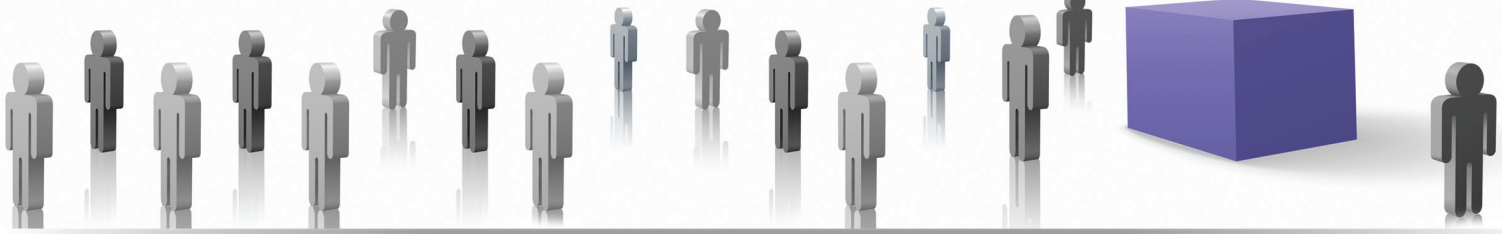




COMPENSATION *and* COMPLIANCE



Are your pay programs competitive?
Should the positions be hourly or exempt?
Are you compliant with legal regulations?
We have the answers to your questions.

Every business faces unique challenges as it grows and changes. Yours will face them too! As the business evolves, you'll implement Human Resources practices to keep operations running at their best—or so you hope. After all, your main focus is to drive business results, not to research HR trends. But HR regulations and best practices are always changing. What streamlined your business one day may cause issues the next, and may not be obvious until a major HR problem unfolds. So how do you know if your changes are the best business choices, and if they are legally compliant? Without a strong HR foundation, these answers might not come easily.

Creating a solid HR foundation will help your business make smart choices for streamlined operations and legal compliance. The sturdiest HR foundation is based on best practices, fits your business' size and culture, and is flexible enough to grow with you. It is also built by the collaboration of your business' existing HR resources and a knowledgeable Go-To HR resource, such as **YES! Your Human Resources Solution**. Let **YES!** stay abreast of the latest HR trends and regulations, so you can focus on driving business results!

Just look at these real-life examples of our team in action:

- ▶ **COMPENSATION STRATEGY AND ROLLOUT:** The incentive compensation at a health services company was becoming more of an entitlement than a motivator. None of the numerous compensation plans were driving the desired results.
- ▶ **YES! Solution:** Met with senior management to understand the background information: how the company had historically handled payouts and what performance standards were desired. Used this information to realign incentive compensation structure with company goals. Reduced the number of programs, introduced metrics to quantifiably measure the achievements, and simplified the calculations. Proposed recommendations and drafted communication for the new programs' rollout.
- ▶ **HR COMPLIANCE:** A Florida service company hit a compliance snag as it expanded operations to California. Its HR forms, practices, and processes, while compliant in Florida, did not meet California requirements.
- ▶ **YES! Solution:** Conducted a thorough HR audit, reviewing I-9 employment eligibility forms, employment posters, employee files, the employee handbook, exempt and non-exempt pay statuses, and on-boarding and termination processes. Identified areas of noncompliance and provided recommendations. Created required forms and processes, and worked with management to implement seamless compliance with California employment requirements.



YOUR HUMAN RESOURCES SOLUTION

COMPENSATION *and* COMPLIANCE

“Kathi Guiney [at ***YES! Your Human Resources Solution***] is an excellent HR professional with a wealth of knowledge across all disciplines. Together with Sara Snoy, she delivered outstanding results and did a quality job on a compensation and benefits project for our company. She has fantastic insight, perspective, humor, and is always a true professional”

Nancy Deisinger, Vice President of Human Resources
Safety Syringes, Inc.

Now that you've seen us working hard for our clients, discover how your business can leverage the power of saying **YES!** Backed by 20 years of experience and advanced HR and compensation certifications, our team will help your business build positive changes—even unexpected ones! Streamlined HR operations may result in fewer employment lawsuits, better handling of employee grievances, and fewer HR-related errors and complaints. A thorough HR audit can work wonders for your business' bottom line!

There's no better time to build a solid HR foundation for the future. **Contact us today for a free consultation!**