

PROACTIVE HR CASE STUDY

Growing and evolving construction company improves Safety Plan with ProActive HR Consulting Services.



AT A GLANCE

Challenges

- Employee Safety
- Labor Law Compliance
- New Employee Onboarding

Solutions Provided

- Custom Safety Plans, Policies and Procedures
- Employee Performance Review Process and Templates
- New Hire Documentation and Workflow & more...

OBJECTIVES

A commercial construction and building company headquartered in Ohio with 23 employees needed HR assistance and guidance as their company grew and evolved. The company was concerned with employee safety, remaining in compliance and hiring and onboarding new employees.

SOLUTIONS PROVIDED

Compliance

FFCRA Poster, FFCRA Client Acknowledgement Form, Internship Guidance, & more.

Recruiting & Hiring

Phone Screen Template, Position Vacancy Workflow, Interview Questions and Guide, Contingent Employment Offer Letter, Job Analysis Form, New Employee Orientation Checklist & more.

Managing Employees

Employee Handbook, Employee Self-Evaluation, Performance Reviews, Personal Appearance and Hygiene Notice, PTO Policy Samples, & more.

Workplace Regulations & Safety

Provided Incident Investigation Guide, Drug Free Workplace Guide, Safety Response Plan, OSHA Compliance Checklist, Heat Stroke Prevention Checklist & more.

OUTCOME

With the tools, templates, and guidance provided, the client has experienced a smoother hiring and onboarding process, created a more robust employee safety program, and is in compliance with state and federal regulations.

With the help of their dedicated ProActive HR Consultant, the client is confident and ready to grow their business.

