

PROACTIVE HR CASE STUDY

Growing financial services company remains in compliance in seven states with ProActive HR Consulting Services



AT A GLANCE

Challenges

- Managing Employees Across State Lines
- Overcoming Acquisition HR Hurdles
- Professionalizing New Hire Onboarding Process

Solutions Provided

- State and Federal Law Overviews
- Standardized Policies and Procedures
- New Hire Documentation, Multiple Job Descriptions and Postings

OBJECTIVES

A financial services company operating in 7 states with 54 employees needed HR assistance and guidance as their company grew and acquired new companies. The company was concerned with managing employees across state lines, remaining in compliance in seven states, and hiring and onboarding new employees.

SOLUTIONS PROVIDED

Compliance

State Law and Federal Regulation Overview, Labor Law Posters, & more

Recruiting & Hiring

Various Job Analyses, Custom Job Descriptions, Multiple Job Postings, Employment Offer Letters, & more

Managing Employees

Custom Employee Handbook, Internal Checklists, Work From Home Agreement, Mission Statement, One on One Meeting Templates, Performance Review Templates & more

Workplace Regulations & Safety

Sick Leave Policy, Covid-19 Policy, Face Covering Policy, Code of Ethics, Post-Coronavirus Checklist, & more

OUTCOME

With the tools, templates, and guidance provided, the client is more confident with employee management best practices, has a new, professional onboarding process, and remains in compliance with regulations across seven states. With the help of their dedicated HR Consultant, the client is confident and ready to grow their business.

