

HUMAN RESOURCES

Whether your organization is seeking help with a specific human resources challenge or a sound business approach to HR management, HB Solutions can tailor programs to meet your business needs. We can provide human resources expertise to your executive management or HR team and assist you with diverse matters, including:

- Compliance Review
- Cost-Effective Benefit Program Analysis
- Employee Communication Strategies
- Labor and Employee Relations
- Organizational Development
- Risk Management
- Strategic Management
- Training Programs

WHAT MAKES THE HB SOLUTIONS APPROACH UNIQUE?

Unlike traditional consultants, our practical business-based solutions are provided by practitioners who manage the HR function on a daily basis, in addition to working with clients. Our HR professionals also have the support of a team of labor and employment attorneys from our affiliated law firm, Harris Beach PLLC. It is this combination of experience and resources that can provide you with insight and varied perspectives when you face a difficult problem. You may appreciate the options we recommend, because it is likely we have previously encountered a similar challenge. This distinctive hands-on approach enables us to customize services to meet the needs, budget, and time frame of your organization.

The professionals on our team have experience with every type of employer including: entrepreneurs, not-for-profits, private businesses, publicly-held companies, professional service providers, both union and non-union organizations, manufacturers, and the public sector. For all our clients, we are committed to providing exceptional value at competitive rates.

WHAT IS THE PROCESS?

First, we meet to discuss your objectives and determine how our services can help your organization. Based on the results of this meeting, we provide you with initial recommendations targeted to your needs.



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The next phase includes a needs assessment to identify strengths and areas of opportunity for improvement. This gives your organization a road map for moving forward and determining priorities. Most importantly, we work with you at every stage to bring your organization in compliance with applicable laws.

BENEFITS ASSESSMENT & CONSULTING

With our assessment and planning experience, we can effectively assist your organization in achieving objectives. We work to understand your business goals and then help you align your benefits, compensation, and training to reach those goals. We also have extensive experience researching and implementing new benefit programs.

HR CONSULTING

Our consultants provide comprehensive HR solutions. Depending on the needs of your organization, we can deliver a wide range of services from creating an employee manual to researching, developing, and communicating a new HR strategy. Our professionals are available to assist with personnel issues and solutions via phone or in person. Each member of the HB Solutions team has many years of experience in this area.

HR TRAINING

To meet the needs of clients, we provide training for supervisors and managers on myriad topics. A few examples of these training sessions are: Wage and Hour Compliance, I-9 Compliance and Audits, Sexual Harassment, Employee Evaluation, Employee Discipline, Employee Dismissal, and Union Avoidance.

HR Services

- Business Consulting
- HR Organizational Strategy
- Disciplinary Actions/Terminations
- Job Analysis
- Performance Management
- Policy Manuals
- Problem Solving
- Staffing
- Strategic Planning
- Training

Legal Services Available Through Harris Beach PLLC

- Federal and New York Wage and Hour Compliance
- Discrimination Laws
- Fair Labor Standards
- Immigration
- Labor/Employment Laws for Private and Public Sector
- Legal Agreements
- Legal Representation
- Union Contracts
- ERISA

Are you seeking ways to maximize your benefit programs while streamlining expenses?

We can review your present strategy and focus on aligning benefits, compensation, and training to achieve your business objectives.

HB SOLUTIONS LLC was established to provide non-legal services to clients. HB Solutions is a consulting affiliate of the HARRIS BEACH PLLC law firm. Founded in 1856, Harris Beach is one of the largest law firms in New York state and works with *Fortune 500* corporations, privately-held companies, emerging technology businesses, not-for-profit organizations, educational institutions, municipalities, and individuals.

CONTACTS:

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