



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
- Immigration Issues
- Job Analysis
- Labor and Employee Relations
- Organizational Development
- Policy Manuals
- Risk Management
- Staffing
- 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. This experience can provide you with insight and varied perspectives when you face a difficult problem, 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. We are committed to providing exceptional value at competitive rates for all our clients.

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.

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 AND 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.

HB SOLUTIONS LLC is a consulting subsidiary of the law firm of Harris Beach PLLC. It was established to provide non-legal consulting services to organizations and individuals in the private and public sectors across numerous industries. In addition to Human Resources, its consulting services include:

- Affordable Care Act Compliance
- Collegiate Sports Compliance
- Data Privacy and Cybersecurity
- Economic Development and Public Affairs
- Educational Institution Assistance
- EMRG® (E-Discovery Management Resources Group)
- Energy
- Health and Human Services
- Information Technology
- Marketing and Communication Services
- Municipal and Local Agency Assistance