

WHY PARTNERING?

The Equal Employment Opportunity Commission reports nationally for fiscal year 2003:

Individual Charges	81,293
Race	28,526
Sex	24,362
National Origin	8,450
Religion	2,532
Retaliation	
Title VII	20,615
Age	19,124
Disability	15,377
Equal Pay Act	1,167

*Because individuals often file charges claiming multiple types of discrimination, the number of individual charges for 2003 will be less than the total of the eight types of discrimination listed.

The H.S. Group can offer the advice and recommendations to help keep your company free from litigation



"In fiscal 2003, the State of Wisconsin received 5762 claims of discrimination"

HUMAN RESOURCE-FULLNESS

With 40 years of experience behind us, The H.S. Group offers the most comprehensive HR services available. No other firm can match our range of services or depth of experience in providing Recruitment, Outplacement, Human Resource Consulting and Assessments.

Our programs fully integrate your corporate philosophy, protecting your most valuable resources—your human resources.

one-hour response

For more information, contact:

Nancy Ledvina

Human Resource Consultant

2611 Libal Street

Green Bay, WI 54301

920/432-7444

nledvina@thehsgroup.com

H
U
M
A
N

R
E
S
O
U
R
C
E

Advice, guidance
and assistance
regarding human
resource issues



PARTNERING

HUMAN RESOURCE PARTNERING PROGRAM

The H.S. Group's practitioners have dealt with the day-to-day challenges your business faces, and can use that experience to save you time and money.

EXPERT ASSISTANCE

- ◆ Performance Coaching
- ◆ Practice and Policy Discussions
- ◆ Record Keeping Recommendations
- ◆ Job Classifications
- ◆ Employee/Labor Relations
- ◆ Progressive Discipline
- ◆ Investigating Allegations
- ◆ Compensation and Benefits
- ◆ Performance Management
- ◆ Hiring/Recruiting
- ◆ Interviewing Techniques
- ◆ Workers' Compensation
- ◆ Affirmative Action
- ◆ Executive and Management Development
- ◆ Terminations
- ◆ Win/Win Union Relationships
- ◆ Remaining Union Free



OBJECTIVES

The H.S. Group will ensure that all advice and recommendations:

- ◆ Are consistent with generally accepted human resource practices
- ◆ Are in compliance with state and/or federal regulations
- ◆ Coincide with the client's philosophy and culture
- ◆ Are provided in a timely manner
- ◆ Maintain client confidentiality

With the HR Partnering program, we will assist in decreasing the chances that your company will be the target of a claim. We will provide the guidance for you to hire, discipline and terminate legally and avoid unnecessary litigation costs.

BENEFITS

- ◆ Several Human Resource professionals available to respond to your requests
- ◆ Guaranteed one-hour response time to your call for assistance
- ◆ Special pricing for Compensation, Benefits, Human Resource Practices and/or future surveys
- ◆ Special pricing for on-site Consulting Services, such as assistance for projects and management consulting or a request for on-site assistance in connection with an ongoing issue
- ◆ Special pricing for Training programs offered by The H.S. Group
- ◆ Special pricing on Professional Assessments
- ◆ Policy and benefit recommendations based on current practices and research
- ◆ Copies of our InTransition newsletter
- ◆ E-mailed, bi-weekly copies of timely Human Resource articles
- ◆ Quarterly list of available outplacement candidates



recommendations

advice

experience