



## What is PEOPLEStrategy?

**PEOPLEStrategy** is a human resource services firm providing bundled outsourcing options for human resources, payroll, and other valuable services to small and medium-sized employers. Founded by an experienced business and HR professional, **PEOPLEStrategy** has the knowledge, expertise, and vision to provide businesses like yours the resources and tools needed to survive—and thrive. It is our mission to enhance our clients' business by helping them develop their human assets to their competitive advantage.

Business owners today face many issues that draw their attention away from the important task of growing and developing their business. These distractions include payroll problems, purchasing decisions for benefit and risk management insurance, training issues, employee complaints or harassment charges, as well as compliance with all the new and ever-changing employment laws. Dealing with such issues is both costly and time-consuming. It significantly reduces the amount of time you, the entrepreneur, can commit to meeting with prospective clients or developing and implementing effective marketing strategies. Neglecting these activities could eventually cost you your business. This is where **PEOPLEStrategy** comes in—our knowledgeable professionals will handle your company's human resource needs, so you can concentrate on your business.

Through strategic partnerships with the best local and national human resource service providers, including the Kentucky Chamber of Commerce and the law firm of Jackson, Lewis, Schnitzler & Krupman (nationally renowned specialists in labor law), **PEOPLEStrategy** is able to provide top quality human resource services to businesses throughout the region.

www.peoplestrategy.com

Trying to do it all?

Let us help.



**PEOPLE** Strategy LLC

*Your People Solution*

269 Regency Circle  
Lexington, KY 40503  
859.275.1277 (voice)  
859.275.2109 (fax)

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*Your People Solution*



## Why Use PEOPLEStrategy?

### Count the Cost

The U.S. Small Business Administration (SBA) has studied the cost of government compliance and related administration on small businesses and has concluded that it costs small businesses \$5,000 per employee per year to handle payroll tax reporting, staffing, training, I-9 processing, benefits administration, OSHA reporting, workers' compensation insurance, terminations, unemployment insurance management, etc. When adjusted downward to reflect only the cost for payroll and employment law compliance, the annual cost is still an exorbitant \$2,000 per employee per year.

Many times the cost of hiring a human resource professional is prohibitive. In an attempt to save money, the business owner and/or office staff often end up trying to manage human resources "on the fly." This can take time away from core business activities and may result in human resource compliance activities being left undone or done incorrectly, placing your business at great risk for lawsuits or fines.

PEOPLEStrategy can relieve you of the costly administrative burden while substantially reducing your business' risk.

### Access Valuable Resources

Our exclusive online resource, HR@TheDesktop™ puts practical information and instruction right at your fingertips. This invaluable tool is a complete electronic HR operating manual with page after page of human resources information and step-by-step procedures for hiring employees, paying employees, disciplining or terminating employees, assessing employee performance, approving FMLA leaves, setting up safety programs, and much more. In addition, HR@TheDesktop includes all forms necessary for completing these tasks, as

well as a toll-free help number if you should require assistance from PEOPLEStrategy experts. These experts are also available to prepare online ADA compliant job descriptions, complete with interview guides to help you make the best selection for your open positions while complying with all EEO regulations.

### Partner for Success

PEOPLEStrategy's blend of partners makes us uniquely qualified to understand and effectively fulfill your needs. We are able to draw on the knowledge and experience of corporate executives and entrepreneurs who have successfully owned and run service, manufacturing, and other types of businesses in both the private and public sectors. In addition, our staff has over 20 years of human resource executive experience in both public and private sector settings; in publicly owned as well as family owned businesses; and in both union and non-union organizations.

You can count on PEOPLEStrategy for our:

- Unwavering commitment to customer satisfaction, integrity, honesty, and quality
- Endorsement by the Kentucky Chamber of Commerce
- Partnerships with the best local and national service providers
- Dedication to collaboration, teamwork, leadership, continuous learning, wellness, and community involvement

We bring many solutions

to your workplace.



## PEOPLEStrategy Services

PEOPLEStrategy's Administrative Services Only (ASO) program is a flexible and cost-effective alternative to co-employment/employee leasing. It permits clients to choose either a comprehensive service plan or an "a la carte" plan where they can select only those services that best meet their needs. Our services include:

- Customized employee handbook
- HR@TheDesktop™ online resource
- Training and consulting on employee relations issues
- Alternative Dispute Resolution (ADR) services
- Development and installation of performance management systems
- Progressive disciplinary systems for corrective action
- Training and consulting regarding recruitment and selection systems
- Training needs assessments and supervisory training
- Medical/dental benefits plans
- Life insurance plans
- Voluntary benefits
- Section 125 (pre-tax plan)
- 401(k) retirement plan
- Assistance and counsel on all benefits
- Loss control services for workers' compensation and medical claims
- Government compliance/reporting
- Direct deposit for employees' pay
- Employee benefits communications

At PEOPLEStrategy, it is our objective to enable you to put your full attention on the critical decisions concerning your business, while we provide the administrative infrastructure and professional expertise needed to properly manage your human resources—your most valuable asset.