

HRS Human Resource Services, Inc.



No one's been getting it done better or longer than HRS...excitingly inventive and visionary...always one step ahead, testing, validating and paving the way!

***Delivering Unsurpassed ROI through
Legal Compliance, Talent Engagement,
Fiscal Prudence, Risk Management,
Sustainability Planning and More!***

Turnkey Bundles, A la Carte, On-Call or Subscription-Based Programs Include...

- ➔ An Extraordinary Library of HR/OD Management Case Studies, Employment Law & Decision Tools
- ➔ Certified Management Consulting and HR/OD Operations Deliveries
- ➔ Veracity by HRS: World Leaders in Talent Lifecycle Assessment
- ➔ Employee Handbooks, Answer Desk, eTools and Compliance Audits/Certifications
- ➔ 3rd Party Expert Objectivity for Change Leadership, Risk Management & Employee Buy-In
- ➔ Articles, Surveys, Data & Metrics to Guide Core Business Decisions
- ➔ Exceptional Education for Leaders, Teams and Individuals

Ranked Atop the Nation's Most Robust Resource Networks, HRS Delivers Laser Focus Dedication to Each Client with Dedicated Shareholder Attention!



Extraordinary impact to the bottom line **and** employee morale! HRS partners to manage risk, optimize legal compliance and build powerfully cohesive teams, creating better profits for all who contribute!

Veracity by HRS: World Class Talent Assessment Center

- ✓ Flexible, Scalable Tools Customized to Job Description & Learning Outcomes
- ✓ Critical Thinking, Leadership, Customer Service, Career Path, Conflict Reduction & More
- ✓ Decision Tools for Talent Acquisition, Training, Advancement & Change Management
- ✓ "Paper & Pencil" or Online Delivery, Scored by Experts to Safeguard Reliability
- ✓ Rich in Bilateral Feedback for Validity, Buy-in & Blueprint to Success
- ✓ 30+ Years of Validity Studies, Incorporating Thousands of Employers
- ✓ Matrix, Pass-Fail & Narrative Reports Available in 6 Different Styles
- ✓ Proprietary Instruments Plus Top-Ranked Partner Boutique

Relied upon by employers of choice, Veracity instruments have been developed and validated by internationally accredited assessors, organizational development leaders and legal professionals. Job-specific instruments provide meaningful, legally defensible, reliable and easily interpreted measurements of candidate job-specific behavioral patterns, acquired skills or trainability. Test takers perceive validity, actionable data and, most certainly, fairness in evaluation. Employer ROI has been reported higher than \$1000 for any single dollar invested... safeguarding talent management decisions. Get the right people doing the right things with the right toolsets. Veracity is unparalleled.

Sample Candidate Report Assessment Results

Released Date: 10/15/2014 10:00 AM
 Candidate Name: [REDACTED]
 1 = Excellent (90-100%)
 2 = Good (75-89%)
 3 = Fair (60-74%)
 4 = Needs Improvement (45-59%)
 5 = Inadequate (30-44%)

Category	1	2	3	4	5
Overall					
Communication					
Teamwork					
Customer Service					
Problem Solving					
Leadership					
Conflict Resolution					
Decision Making					
Time Management					
Organization					
Work Ethic					
Adaptability					
Stress Management					
Learning Style					
Self-Motivation					
Teamwork					
Customer Service					
Problem Solving					
Leadership					
Conflict Resolution					
Decision Making					
Time Management					
Organization					
Work Ethic					
Adaptability					
Stress Management					
Learning Style					
Self-Motivation					

Available for Comparison Against Job Descriptions...
 How Score Reported: Standard Format - 5pts
 Pass/Fail Against Company Criteria: Pass
 Narrative Reports Available for These Exercises
 Candidate Feedback Available for These Exercises
 Learning Goals Feedback Available for These Exercises
 Report Formats Available!

Contact us for complimentary proposal...
 Or visit our service menu at VeracityByHRS.com.



Unparalleled value for employers of *every* size...
 HRS clients are today's and tomorrow's 'employers of choice'!

Workshops & Education

- ➔ Classrooms and Roundtable Workshops Deliver Actionable Case Study Learning
- ➔ Scalable Programs Range One-Hour "Bullets" through Comprehensive Certification Programs
- ➔ Client Site Sessions are Customized to Unique Client Agendas & Learning Goals
- ➔ Participative "Kinesthetic" Deliveries Optimize Learning, Engagement & Long Term Memory
- ➔ Today's Most Popular Agendas Include: Transformational Leadership, HR Trending Topics, Legal Compliance, Anti-Harassment, Diversity Training, Customer Service, Organizational Communications, Time Management, Teambuilding and More!

More information and expanded topics are available by request or at AskHRS.com/workshops.htm.

Thought Leadership & Expert Articles

Highlights of our most recent...

- ✓ C-Suite Edge: Keeping HR Eye-Level, Rewarding Top HR Talent and Earning Limitless ROI
- ✓ Building a Rock Star Employer Brand with Glimmering Engagement Tactics
- ✓ Is Balance Between Gen Y and Baby Boomers Key to Skills Gap Solution?
- ✓ FCRA Compliance Blueprint for Employer Background Checks

...And longstanding popular articles!

- ✓ Catch Someone Doing Something Right
- ✓ "If I'm a Self-Starter, Why Aren't You?"... Team Members High in Initiative are Challenged as Coaches
- ✓ P3 Compliance and Constructing Policies That Hold Up in Court

To find these and more, visit "Blog" at AskHRS.com.
 Guest experts are additionally featured.

Program Design, Operations and/or Partnership

- Program Partnership Delivering Extraordinary On-Call Talent with Flexible Utilization
- Service Bundles, Departmental Operations, Subscription or A la Carte Resources
- 3rd Party Compliance Programs, Change Leadership, Mediation & Risk Management
- Human Capital, Talent Management and Cost Efficiencies Planning
- Proactive Solutions Substantially Minimizing Legal Complaints & Legal Costs
- Strategic Planning Offering Extraordinary Knowledge Base with Scalable Access
- Long-Term Relationships with Stable Point-of-Contact Consistency and Turnkey Solutions

Employee Handbooks & HR Compliance Audits

Quick key compliance, comprehensive or custom targeted solutions consider ever-changing employment law, culture, brand, history, demographics, engagement, mission alignment and more. Receive assurance that policies, communications, recordkeeping and enforcement are not only compliant with state and federal law but also certified as reasonable care in affirmative defense. Privacy safeguards are always in place and proactive risk management is always the target.

eTools & Answer Desk

Our eTools subscription site offers constantly updated samples of HR forms, legal compliance strategies, handbook policies and more. Unique tools found here will offer the convenience of templates plus the decision tools and guidance for customization.

Our flagship Answer Desk offers a team of research experts with convenient access. Extraordinary knowledge in state and federal law, companioned with extraordinary knowledge in organizational psychology, business acumen and employer case studies, is simply a click or call away.

eTools represent our self-serve resources option. Answer Desk offers personalized research assistance with expanded and custom risk management solutions.

eTools Access and Subscriptions
www.AskHRS.com/etools

Answer Desk Subscriptions
www.AskHRS.com/answerdesk

HRS Quarterly Fast News

As a service to savvy C-suite, HR and organizational development leaders, HRS distributes "Fast News," a quick compilation of legal updates, surveys, statistics and/or published facts and findings, distributed 4-6 times annually. These newsletters are designed to convey critical information in five minutes or less, with value in only 30 seconds of your time and links to deep self-serve topic discovery at your option.

View archive samples and subscribe at AskHRS.com/newsletter.htm.



**Consistently on the successful cutting edge...
unsurpassed management resources in both HR and
Organizational Development!**

More programs are featured at AskHRS.com

HRS Clients are Today's and Tomorrow's "Employers of Choice!"

Ranging 20 to 100,000+ employees, with single location to locations in more than 100 countries, HRS clients are talent-driven, ethical, fiscally prudent and committed to legal compliance. Smaller clients may rely upon HRS as their sole HR department. Major market clients robust with internal world class HR/OD infrastructure draw upon HRS where 3rd party objectivity and expert specialists can partner for added value, popularly for talent assessment, education and change leadership. All clients rely upon our case studies, decision tools and on-call expertise. With employer confidentiality paramount, HRS clients enjoy the benefit of our continual employment law research and hands-on experience in what does and does not work for other employers. HRS clients are Fortune-rated or emerging, public or private, for profit or not for profit. Many are recognized among the "Best Places to Work" and many others are committed to getting there, while expertly augmenting productivity, legal compliance, fiscal management and future sustainability.

Our Team of Esteemed Experts

Although every client relationship enjoys dedicated attention by an HRS shareholder, we proudly offer a robust team of esteemed council members, specialists, supporting cast, partners, flex talent and reciprocity referral network. HRS aligns with top talent, locally, nationally and globally. Our deep resources and well-established alliances consistently earn us rankings among the top worldwide management consulting firms.

Partners in Intelligence

We not only provide quick meaningful answers, but we provide the right answers. Offering advanced legal knowledge base and case studies with thousands of employers, HRS is locally headquartered. We celebrate 30+ years as recognized experts by local employers, as well as, Forbes, Wall Street Journal, CNN, Washington Post, Worldnews.com, SHRM, HRCI, IMC, ASTD, top ranked academic institutions and more. The legal environment is ever-changing and our research is never-ending. We research what has worked/not worked for other employers. We build a relationship with your team to ensure understanding of your company's goals, experiences, labor intensity, brand and culture. Not restricted by non-profit covenants, HRS can and will advocate for individual clients' best interests.

Authenticity & Privacy Pledge

In protection to client privacy, intellectual property and quality control, HRS meticulously controls information flow. Whereas other professional service firms legitimately purchase HRS single license programs for distribution to their individual clients, information which does not come to you directly from HRS is not our work, and our work for you is privacy-protected. Imitation is the sincerest flattery; however, we take our credibility and your privacy extremely seriously. Several local, national and global companies have attempted to wrongfully link to our brand. Please contact us with questions.

More Information or Complimentary Proposal

AskHRS.com has earned multiple #1 worldwide rankings and "Best of the Web" recognition. VeracityByHRS.com provides a dedicated link to our talent assessment deliverables. Via either link, please find an online HRS brochure, success stories, published whitepapers, research links, press room and other self-serve media. Check out AskHRS.com/eStore for more information and/or complimentary proposal... or call/email us with your targeted information request.

We Look Forward to Hearing From You!



Leading Management Solutions in HR, Legal Compliance & Organizational Development Since 1983
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