

Organizations face real and costly risks when they deal with employee issues. Every year millions of dollars are assessed in legal penalties against organizations that are unaware of the way to correctly handle difficult situations.

HR Solutions On-Call provides a team of HR professionals that have dealt with these issues for local, regional and national organizations. We not only keep our clients in compliance with the numerous regulatory issues, but also help them deal with employees that are difficult, troublesome and who create workplace problems. With over 30 years of expertise we know how best to help you with advice that will improve the work environment and ensure you stay in compliance with the myriad of regulations.

We offer two different levels of service to better meet your operational needs.

“HR Solutions has been invaluable to me as a rural LPHA administrator. Their services have given me the confidence to move forward in very difficult situations. I know that I am entering a situation on solid ground. That peace of mind is worth more than the annual fee. I have tried local attorneys, and the level of commitment and experience cannot compare with HR Solutions!”

**— Melanie Hein
Director, Cooper County Public Health Center**

HR Solutions On-Call is a firm with highly experienced consultants with over 35 years of human resource experience in the fields of city government, corporations, medical offices, and health departments. Our consultants maintain a high level of expertise by being actively involved in regulatory updates and trends in the HR field.

“In the past we consulted with an attorney but we found this service gives us an immediate answer and they do not talk in legalese. They gave me confidence as a director that we are handling the employee situations correctly. Their support is excellent!”

**— Mary Jo Everhart
Director of the Platte County
Health Department**

We also pride ourselves on our responsiveness to client needs. We realize that your questions and concerns are of immediate importance and that answers and insights are needed rapidly. Our commitment to you is to answer all inquiries, if not immediately when you call, within 36 hours. Further, we will follow-up with written documentation of our recommendation for your files.

We look forward to assisting you in making your employee administration not only meet the legal requirements but provide for a better working environment.

HR Solutions On Call

a division of LMAG

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Needing expert advice on employee issues to make your office run smoothly and avoid legal penalties?



HR Solutions On-Call provides organizations with the answers to the challenges they face each day.

- **Family Medical Leave Act**
- **Americans With Disabilities Act**
- **Title 7 of the Civil Rights Act**

These and other regulations can cause even the best of managers to wonder if they are in compliance or creating a major legal exposure for their organization. Sexual harassment, fraud, employee theft, and termination issues are becoming more common as well as the legal ramifications of dealing with these issues. HR Solutions On-Call provides you with a simple process to obtain customized solutions to the problems you face. By becoming a member you will be allowed to call our 800 number and talk with one of our senior consultants who will guide you in the best way to handle the situation with which you are faced. Our expert consultants have worked with a wide number of organizations over the years. We have helped organizations in the best way to deal with difficult employees, which come in a variety of forms: complainers, snipers, exploders, underminers, clams and Sherman tanks.



“We have enlisted the services of HR Solutions on Call since March 2008. They have created/updated our personnel manual, job descriptions, and employee evaluations. Any time we call, Steve is very helpful and always willing to assist as needed. We have been very pleased and recommend them to others.”

— Jody Welston
Administrator, Bates County Health Center

“They helped us with job descriptions and employee approaches. They did a marvelous job! We now have guidelines for employees. They provide good, sound advice. We now have a better work environment.”

— Dr. Charles Baker
New Madrid County Health Dept.

The Basic HR Solutions On-Call Plan includes the following components:

- Unlimited free calls and emails with the consultant
- Specific answers to your concerns within 36 hours, most within 24 hours

The Extended HR Solutions On-Call Plan includes the above components PLUS:

- Essential personnel policy manual for your office (The policy manual can be further expanded with additional plans)
- Make sure your recruiting policies are in compliance
- Avoid charges of sexual harassment
- Learn the do’s and don’ts of reference checks
- Be sure your employee dismissal approach is legal
- Make sure your employee files are in compliance with the new law
- Avoid the very real legal risks and penalties that organizations are faced with each and every day

YES, I need your support to help me ensure that employee situations are handled professionally and are in compliance with constantly changing regulations.

I want the following support plan:

- Basic HR Solutions On-Call Plan for \$825 per year
- Extended HR Solutions On-Call Plan for \$1,425 per year

Name _____

Title / Job function _____

Organization _____

City _____

State _____ Zip code _____

Phone number _____

E-mail address _____

If sending a check, make it payable to:
HR Solutions On Call

And send the check and above application to:
Dr. Steve Cohen
705-B SE Melody Lane, No. 272
Lee’s Summit, MO 64063