



# Human Resources Management with Great ROI

Executive HR Leadership at a Fraction of the Traditional Cost

- ✓ Part-time HR Executives
- ✓ Mentor Your HR Staff
- ✓ Reduces Costs
- ✓ Increases Human Capital Asset Value
- ✓ Achieve Organizational Development Goals

**Flex HR** can provide the flexibility you need:

- Part-time or Interim
- Solution Oriented
- Regulatory Compliance
- Compensation Practices
- Synchronize Strategic Plan with Individual Performance
- Organizational Development

## CLIENT TALK . . .

*"We are extremely pleased with Flex HR, Inc. as our part-time human resources executive arm."*

*"Flex HR's model has saved our company a run rate of 45% per month over the traditional way we were running our department. Almost every month Flex HR, Inc. brings added value to our company in some measure of cost savings."*

*"The expertise of Flex HR has increased the human resources strategic level in our company and has definitely added to our human asset value."*

*Michael J. Eckert  
President & CEO,  
Pathfire, Inc.*

## NOTE FROM THE CEO

I have learned the value of strategic HR with first hand experience in over 250 due diligence processes while acquiring and merging companies. It's amazing to see the loss of tens of millions of dollars related to the human capital assets of a corporation. Companies' capital assets range from 20-70% of total value. Who is leading that strategic process in your company? Do you feel confident that you have the highest possible value?

## MINIMIZE EMPLOYMENT RISKS

Reduce the risks of employing workers. We will provide the core competencies necessary to allow you to sleep at night!

## DOING MORE WITH LESS

Our clients typically receive a ROI ranging from 2 to 8 times our low fees.

## SCALABLE TO YOUR NEEDS

We provide scalable forward thinking, HR leadership; be it one project, Human Resources management from 20 to 5,000+ employees in one location to multi-locations around the globe. We will help you through the organizational development growth maze.

## WE DO THE HEAVY LIFTING

Our services provide the heavy HR lifting for your company. You don't have to be big to take advantage of large company management systems and cost savings.

Contact us at:  
[Info@FlexHR.com](mailto:Info@FlexHR.com)  
404.394.0567  
[www.FlexHR.com](http://www.FlexHR.com)

## RECENT CLIENT FIXES

- ❑ We have found some clients paying 10-20% higher salaries than needed
- ❑ Client received a 34.5% increase in health insurance premium.  
**Solution** – We implemented a plan change, with same benefit level, company now pays 5% less & each employee pays \$4 less per month
- ❑ Client typically used contingency search firms to hire.  
**Solution** – We used **Flex HR's** vast network and hired 4 individuals in past 6 months, at NO cost to the client company, saving over \$48,000 in fees.
- ❑ Chairman was tired of paying bonus at 100%, while company was not achieving goals.  
**Solution** – Implemented a bonus structure in alignment with strategic plan & performance of company that coincides with payment of bonus
- ❑ Some clients had no knowledge of State & Federal tax incentives.  
**Solution** – Recently helped client receive \$187,000 in incentives and are working with two others for savings of \$250,000 & \$600,000
- ❑ \$20m Company paying excessive commissions.  
**Solution** – Restructured total compensation system and reduced payouts by \$1.2 million. Company is achieving sales targets after implementation.

## DUE DILIGENCE: REVIEW VS AUDIT

Our first step is normally to provide a due diligence review strategically ensuring that capital value is not at risk. This is important in growing a company's value, whether the goal is to grow revenue & profits, IPO, or future potential selling.

By taking the strategic approach and providing up to a 1,250 point due diligence, we quickly can find the "holes in the swiss cheese." We can also better classify the findings as weak points, which hinder capital value and establish risks to the Company and its operations.

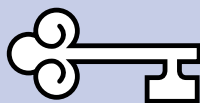
Studies show the better your employees' practices align with your organizational goals, the better your overall capital assets are valued. Strong leadership in the dynamics of human asset management is something your company does not need to dream about.

Call and see how we can assist you.

## REGULATORY COMPLIANCE

Federal and State Regulations have increased ten fold in the past few years. We continuously review our clients status on compliance related requirements, such as HIPPA, ERISA, EGTRRA, Title VII, AAP, Equal Pay, FLSA, USERRA, ADA, EEOC, OSHA, Workers Compensation, and Unemployment as a sampling.

### OUR KEY EXECUTIVES



**Jim Cichanski**  
President & CEO  
**Barry Flink**  
Exec. Vice President  
**Sharon Brown**  
Sr. Vice President  
**John A. Cascone. DPA**  
Sr. Vice President  
**Phil A. Davis**  
Sr. Vice President

**Joe Dickens**  
Sr. Vice President  
**Bill Harris, SPHR**  
Sr. Vice President  
**Scears Lee III**  
Sr. Vice President  
**Paul Sundberg**  
Sr. Vice President  
**Richard Woods**  
Sr. Vice President

## Part-Time Cost with Full-Time Dedication

### CLIENT TALK . . .

*"We have not had a strategic, senior level human resources executive until Flex HR, Inc. provided an economical solution. They provide a strong confident for me and other members of my senior staff."*

*Flex HR has generated cost savings for Karcher USA well in excess of its fees.*

*Flex HR provided strong leadership in the facilitation of the relocation of our corporate headquarters from new Jersey to the Atlanta area."*

*Thomas van der Meulen  
CEO, Karcher USA*