

## Why Outsource Your HR?

The number one reason companies outsource is to improve company focus. Outsourcing allows company leadership to focus on what they do best—running their companies – while receiving professional level expertise in a variety of areas. The salary and benefits package of a seasoned HR professional could cost upwards of 100K per year. Outsourcing your HR function to CMI Consulting can save you money and assist in ensuring compliance and mitigating risk.

According to HR Magazine, outsourced HR services are one of the best cost control mechanisms available to small to mid-sized businesses today. The industry rule of thumb on hiring a full time HR person (when the cost per employee is offset by a full time HR professional) comes somewhere between 50-75 employees.

A business owner should be allowed to focus on their core

business while being granted the peace of mind that their policies and programs guard against any potential litigation from the hiring, management, or termination of any and all employees.

*Outsourcing your HR function to CMI Consulting can result in greater management efficiencies, better cost control, and perhaps most importantly, peace of mind.*

## What is the value of HR Support?

At CMI, HR professionals consistently monitor regulatory changes at both the state and federal level. They are familiar with the laws governing employment policies and can answer questions covering a wide variety of employment situations. This level of expertise is what a company receives when outsourcing to CMI HR Partner programs.

Ask yourself any one of these questions: How familiar are

you with EEOC policies and procedures? Do you document employee performance issues; do you need to? How good is your employment law knowledge?

Are your job descriptions ADA-compliant? Do you have an employee handbook? When terminating an employee do you feel confident you have the knowledge to avoid potential litigation.

The customized onsite and online HR Partner Programs offered by CMI provide businesses a cost-effective solution to HR compliance. CMI is perfectly suited for that task with nearly two decades of experience and a strong HR consulting team.

## Customer Engagement Approach

Initially, our team of seasoned HR Consultants spends time on-site to meet the management team and staff. This allows them to garner an understanding of the organizational culture and conduct an assessment of current policies and procedures.

By reviewing these existing processes, CMI will establish a current baseline of operations regarding compliance. This Compliance Phase gives way to the Implementation Plan geared to bring your company into full regulatory compliance.

This implementation will likely require an update to or creation of the Employee Handbook, incorporating necessary changes from the initial audit. Key functions such as recruiting, hiring, onboarding, performance evaluations, and assessment of training and development needs may also require attention.

Over the course of the contract term, a CMI HR Consultant will provide on-site support as needed providing risk mitigation and will advise on ongoing regulatory compliance, benefits administration, staff additions and terminations, and general Human Resources Management. An additional key responsibility of CMI will be to advise the

tools to keep your business moving ahead. CMI's HR Partner on line subscription model allows the confident and expeditious creation of employment documents and forms, and provide guidelines and information on regulations and policies. The programs allow any business professional to navigate the HR minefield, and the subscription programs come

## Why CMI Consulting?

CMI offers a full array of HR services developed over the last 18 years. We specialize in providing outsourced human resources support designed to protect businesses by ensuring compliance with all governing agencies, assisting clients with developing an infrastructure which supports the employee relationship from both management and employee perspectives, and supporting business owners to provide peace of mind.

executive staff on strategic opportunities to enhance the work environment.

## HR Partner Approach

CMI can also provide the management team with HR

with CMI's excellent on call coaching assistance by seasoned HR professionals.

**CMI - an HR solution to meet your all your HR needs today ... and into the future.**