



HELPING YOUR HUMAN RESOURCES BECOME YOUR MOST VALUABLE ASSET

Warren Averett Workplace solutions range from just-in-time human capital interventions to ongoing support for your internal HR and operations team. Whether you are seeking a specific employee solution or developing your next generation of leaders, we can help. Individual clients benefit from working with our diverse, experienced and customer-focused team.

Human Resources Departments handle many business nuances, including employee relations, selection and retention of top talent, training and development, compensation analysis, the selection of competitive compensation and benefit packages and retirement plans. Warren Averett Workplace can help you navigate these complex challenges and chart the right course for your business.

EMPLOYEE RELATIONS AND PERFORMANCE MANAGEMENT

Supervisors and managers have a critical impact on employee relations in any company. Many managers don't have the experience, skills or information they need to succeed in this area. Warren Averett Workplace can assist in:

- Improving employee relations issues
- Improving morale and reducing turnover in the process
- Providing training to managers/supervisors
- Giving feedback
- Dealing with conflict
- Ensuring fair and equal treatment

HUMAN RESOURCES AUDIT AND OPERATIONAL REVIEW

Warren Averett Workplace can conduct a full human resources check-up to allow us to learn more about your company, identify regulations that apply to you and present best practices to help you maintain compliance while minimizing risks. The HR checkup would be conducted on-site and would involve a review of your current HR practices, including:

- Policies
- Compensation and pay (exempt/non-exempt classification, overtime and more)
- Recordkeeping
- Onboarding and off-boarding processes (I-9, E-Verify, new hire reporting, and more)
- Benefit compliance (ACA, COBRA and more)
- General HR Compliance (FMLA, EEOC, FLSA and more)

COMPENSATION ANALYSIS AND CONSULTING

Warren Averett Workplace can work to develop an overall compensation strategy that assists you in attracting the right talent by paying salaries that are competitive. Our team can provide expert advice and a personalized approach to achieve your

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company's overall compensation goals.

Our compensation services include:

- Executive compensation planning
- Compensation benchmarking
- Incentive plans
- Company policies, practices and salary structures
- Compensation salary surveys through our survey division EHRsearch data services
- Deferred compensation plans

EMPLOYEE HANDBOOK REVIEW AND DEVELOPMENT

Our experts review your employee handbook and provide you with an actionable report.

The employee handbook review process begins by reviewing your existing handbook to identify policies that are needed to bring you into compliance with federal, state and local changes in laws. Updates are recommended to provide additional protection or to improve policy effectiveness, while also providing layout and formatting changes to make it easier for employees to find the answers to their questions. Template employee handbooks can also be provided as a resource for companies looking to develop their own product.

BENEFITS SOLUTIONS

The benefits administration arena is an ever-changing landscape, and changing legislation makes it challenging to manage insurance and retirement plans. Warren Averett Workplace continues to stay abreast of the latest developments to help develop competitive benefit packages that will attract and retain top talent while identifying and minimizing the financial risks associated with these plans.

MERGERS AND ACQUISITIONS

Warren Averett Workplace can assist employers with the transition following the announcement of a merger or acquisition deal. One way we help is to provide an experienced human resources consultant to manage the work flow, timeline, employee relations, transition of work and communication. Warren Averett Workplace can work with your internal team to coordinate workflow with the buyer and/or seller with staffing, compensation, benefits and outplacement services through career partners.

A blue map of the United States with white outlines of state borders. The text "OUR TURF IS EVER EXPANDING TO HELP YOU THRIVE IN YOURS" is overlaid in white, bold, sans-serif font. Below the map, there is a white text box with a black border containing the text "For a current list of locations, visit warrenaverett.com/offices".

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To find out more about how Warren Averett Workplace can help your business, call us at 877.887.8331 or visit www.WA-Workplace.com.