

# BUSINESS OWNERS and their employees come in all forms... they are as diverse and unique as the business is that they support.



**MobileHRnow** is here with over 20 years of progressive HR expertise, we will help business owners, founders, front line managers, and employees to do more with less ensuring tools and resources are properly allocated to each business unit's core value, and operational initiatives.

Dmae Shannon, Founder and Chief HR Practitioner of MobileHRnow, ensures

that both HR programs and employee programs and related activities are paired with regulatory compliance where and when applicably necessary. Particularly, in California, where employment compliance is ripe with new and pending labor legislation, not all business challenges can be met with the latest technology and not all battles for profitably and/or service efficiencies will be decided in the local, national, and global markets.



Imagine a mobile HR Practitioner who comes to YOU delivering holistic HR solutions designed to meet today's craziest of business challenges...Does that even exist?

In today's ever changing legal landscape, small business owners, nonprofit founders, and front line managers are driven to cut costs, reduce risks all the while struggling to improve productivity, performance, and keep up with interpreting and applying the increasingly complex regulatory compliance hoo-hah.

For many, the fight to stay in the game will be won or lost from within their human resource practices.

## MOBILE HR...delivers it now

MobileHRnow delivers HR support within greater Sacramento area of Northern CA including Nevada, Placer, Sacramento, and Yolo Counties. Dmae offers mobile HR as an on-demand HRM support for any business who...

...is in need of a sole HR Practitioner to handle all things HR at a fraction of a full-time HR Manager's salary+benefits.

...is in need of live HR Consultation on-demand when issues arise in the heat of the moment 24/7/365

...is in need of a startup HR Department of One (1)

...is in need of HR Project Management such as designing an electronic employee handbook, or HRIS transition and implementation, full cycle talent acquisition, internal workplace investigations, disciplinary action mediation and facilitation etc., to name a few.

## MOBILE HR...is customizable

MobileHRnow is completely customizable to meet unique business needs. Dmae has proprietary tools and resources to deliver HR outsourcing service and support. She works remotely with minimal on-site business interruption to your operations.

Areas of expertise include but are not limited to:

**Human Resource Outsourcing** that includes multi-state **Payroll** processing, **Benefits** administration, **Recruitment, On-boarding/Off boarding, Regulatory Compliance, I9 and E-Verify** program management and training, **Succession and Early Retirement** planning, **OSHA/Cal OSHA** management, **HR Audits, Employee Classifications, Employee Handbook** e-Book design and implementation, **Counseling, Outplacement Career support, Leave Management, Disciplinary Support** and recommendations, Outside Counsel liaising, **Labor Compliance for Public Works** project management and more!



We come to you either as an on-site consultancy, sole HR Practitioner, HR project manager, or on-demand phone support service helping to ensure that your business has the right resources, tools, and programs in place delivering optimal results. Before hiring a salaried HR Practitioner, consider MobileHRnow as your cost effective HR alternative.

24/7/365 | [www.MobileHRnow.biz](http://www.MobileHRnow.biz) | 916.752.2255

## MOBILE HR SUPPORT

Failure to stay on top of HR issues, the regulations and laws which govern employee relations, is expensive, time consuming and could ultimately cost you your business.

MobileHRnow will customize services, programs, and work-flows completely aligned with your unique business strategies ensuring an affordable, holistic, best-in-class practice.

## INITIAL CONSULTATION

At MobileHRnow, Dmae provides each new client with a one-hour complimentary initial consultation meet and greet assessment complete with a follow up actionable program/compliance plan with pricing options to fit even the smallest of operating budgets.

Initial consultations can be on-site at your business location or over the phone, during or after business hours.

## 24/7 HR SUPPORT

Whether you need On-Demand quick phone support, project solutions, or retained back office processing, MobileHRnow is your strategic HR business partner solution. Call today!

916.752.2255



## COMPLIANCE. Did You Know...

**...that paying an employee less than minimum wage,** even if s/he agrees to a lower rate of pay, that no such agreement is enforceable under state or federal law?

**...failing to keep accurate records of hours worked** and time off can cost your to pay back wages plus penalties and interest during a wage and hour claim? Should an employee file a wage claim, written time records are crucial for your defense. Being willfully ignorant of the law is simply not a good defense strategy.

**...that in any industry assigning a worker for pay as an "Independent Contractor"** to avoid state /federal wage and hour compliance is illegal? It is likely that any worker classified as an independent contractor (even if there is a written agreement in place) is improperly classified. This is most often because the business owner will almost certainly want to retain control over how the worker accomplishes his/her work. That right to control and direct in most cases always classifies the worker as an employee no matter how both parties seek to label the relationship.

Let MobileHRnow help your business mitigate risk while delivering 24/7 employee/manager support.

Dmae can effectively reduce your exposure while designing best-in-class HR programs to help you grow your business profitably simultaneously while meeting telephone and email on-demand support needs.

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## DMAE SHANNON BSHRM, SPHR

Dmae has amassed an extensive 20 year career arc in HRM/HRD and human capital management with notable success in managing complex multi-site, multi-state business operations ranging from 1- 2500 employees. She has designed human resource programs, led labor compliance work flows for public works projects, and has controlled multi million dollar top-line revenue and cost center budgets.

As a highly effective change agent with a rich history of building HR operations from the ground up including consolidating disparate teams and turning around problematic situations, Dmae is fearless when it comes to designing solutions to a variety of complex business and employee initiatives that yield win-win results.

Dmae as a successful strategic HR Practitioner holds a double Bachelor's of Science degree in Business Administration and HRM. She is a nationally certified SPHR and is a member of SHRM's government advocacy group, CalSHRM, CalChamber, and NAWBO.



A certified SPHR Practitioner who comes to you 24/7/365 providing big business support for clients on a small business budget.

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