



**Rick Wagner, JD**

Rick has over 30 years of experience custom designing human resource solutions. He has deep technical expertise in areas such as employee stock ownership plans, equity-based long-term incentive plans, deferred compensation structuring, retirement and welfare plans, and compensation benchmarking/ reasonable compensation analyses in both the for-profit and not-for-profit sectors. These skills enable Rick to help his clients pursue their strategic objectives by aligning owner and employee interests, while navigating the myriad of tax, accounting, and regulatory challenges.

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**Brook Bise, CPA**

Brook has 25 years of experience in accounting, consulting, and large corporate human resource departments, primarily focused on employee benefits. Brook provides insightful consulting on all aspects of employee benefit plans, including on-site internal human resource department support, with the goal of assisting companies in ensuring their plans are both technically compliant, and are operating efficiently and effectively in support of the company's strategic objectives.

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## NOT JUST RIGHT, RIGHT FOR YOU.

### How We Help Our Clients

In today's regulatory environment it is exceedingly difficult to keep up with the ever-changing rules, but the stakes have never been higher. Failure to comply with the various HR-related laws can result in enormous fines, excise taxes, penalties, monetary damages, or worse. But it is not enough to just provide technically correct advice; after all, our clients are trying to run a business. That's why we pride ourselves on not only providing the *right* answers, but helping our clients find solutions that are *right* for them.

#### Our Services Include:

- Retirement Plan Consulting
  - Customized plan design and implementation
  - Vendor evaluation and selection
  - Fiduciary training, governance, and oversight
  - ERISA and tax compliance consulting
  - Voluntary correction procedural oversight
  - IRS and DoL audit defense
  - Financial statement preparation and audit support
- Executive Compensation Consulting
  - Comprehensive tax compliance
  - Short and long-term incentive plan design
  - Deferred compensation/IRC 409A consulting
  - Compensation benchmarking
  - IRC Section 162(m) consulting
  - Proxy disclosure advisory services
- Merger & Acquisition Advisory Services
  - Comprehensive HR due diligence
  - Transaction structuring/support
    - 'Golden Parachute' consulting
  - Post-transaction integration
- Payroll Consulting
  - Tax compliance and penalty mitigation
- Human Resource Support
  - From an HR Hot-line to full HR outsourcing
- Welfare Benefit Plan Advisory Services
  - ACA Compliance
  - Dependent eligibility verification services