

### **Human Resources Consulting Services**

**Ecco Group America offers a wide range of HR Consulting Services, including but not limited to:**

- **Hiring guidelines & interviewing services**
- **HR audit services—M&A**
- **Employment handbooks & policies**
- **Harassment investigations**
- **Employee relations advice**
- **Wage & compensation analysis**
- **HR Compliance issues**
- **Employee benefits advocacy**
- **Employment agreements**
- **EEO/AA compliance issues**
- **Progressive discipline**
- **Performance appraisal systems**
- **Handling difficult terminations**
- **Background Investigations**
- **HRIS and Payroll System selection**



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**We are available 24-7 to respond to your human resource issues. We can also provide additional on-site HR support, consultation, and mentoring to your executive team to help you better understand relevant HR challenges**

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**ECCO GROUP AMERICA**  
**Consulting Services**

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## **What We Do...**

### **Organizational and Strategic Planning**

Are your margins what they need to be based upon your profit and loss statement? Are there opportunities to evaluate your management and line staff, staffing levels? Our staff has over 25 years of getting the right people in the right jobs providing the opportunity to take more revenue directly to the bottom line.

### **Human Resources Administration**

This is the most important section in the administration and operation of a business from a human resources process. This is where an organization is able to minimize their liability and maximize their profits. Each particular category ensures that policies and procedures are clearly laid out and that employees understand the rules and regulations.

### **Wage and Salary Administration**

The number one reason employees leave an organization is due to their manager and how her or she manages their direct reports. The second most common reason has to do with pay and benefits. Ensuring that you are competitive in this area is critical to your businesses success and your ability to retain employees.

### **Benefits**

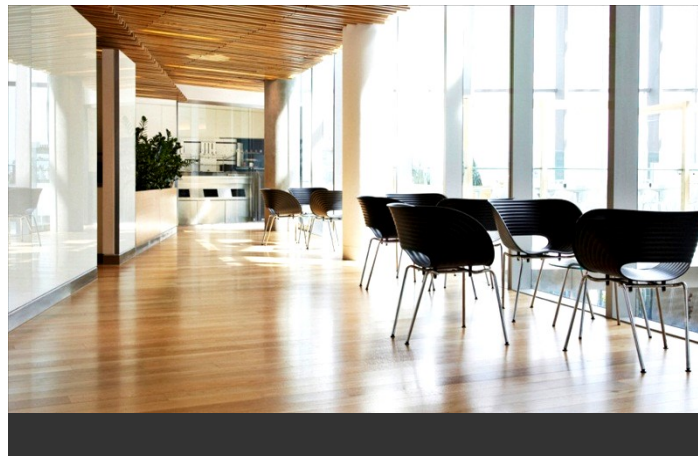
We are of the opinion that a solid benefits program will result in enormous returns. Many organizations are not obligated to comply with COBRA, or FMLA. Do you know whether you are or are not? If you are not obligated to comply, is there a benefit to this compliance as compared to your competitive set which is obligated by law? We will help you understand the pros and cons of this decision.

### **Training and Development**

The first discipline eliminated in a down economy is training and development. To attract talent it should be the first one put back in. Over the past several years training and development has been cut. Turnover, as a result of opportunities in the job market is beginning to have a negative impact on retention as employees want "more, something new, a change," as the economy improves. Training and Development helps improve employee satisfaction as employees can learn new business related skills. They learn, and you increase your company's productivity.

### **Rewards and Recognition**

Tell them, tell them what you told them, and ensure they tell you what they heard through rewards and recognition. We customize rewards and recognition by ensuring that we take into account the four generations that work for you, unlike any other time in history.



## **Contact Us**

### **Ecco Group America**

1 Bridge Plaza North

Fort Lee, New Jersey 07024

(888) 410-3555

[info@eccogroupamerica.us](mailto:info@eccogroupamerica.us)

Visit us:

[www.eccogroupamerica.us](http://www.eccogroupamerica.us)