



**Thinking outside the box.**

**HR Strategic Alliance and Outsourcing, Inc**



HRSYAO specializes in HR consulting to help companies administer Human Resources functions; provide strategic direction and establish efficient processes.

Areas of expertise include the following:

**Benefit Administration:**

- Health, Dental, Vision, Short-Term Disability, Long-Term Disability, Life, Flexible Spending Accounts, Employee Assistance Programs, Voluntary Products and other ancillary benefits
- Vendor Request for Proposal and Information – analysis of results and recommendations
- Market Benchmarking, Pricing and Trend Analysis
- Plan Implementation - initiate meetings and transition timeline
- Open Enrollment – develop communication materials and onsite assistance
- Vendor Management - daily issues, financial reporting and analysis
- Compliance – FMLA, COBRA, Workers Compensation and Unemployment

**Human Resources Administration:**

- Compensation – salary review, benchmarking and recommendation
- Employee Relations – conflict resolution
- Federal and State Compliance and Audit – EEOC Reporting, FLSA and DOL Audit
- Performance Management – annual review and succession planning
- Project Management and Reporting
- Training and Development – facilitate online and in-house training

For more information:

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