

Don't you just **love** HR?

(Fortunately, we do!)

Custom HR Support for your challenging **people management** issues.

Chances are, you don't have a trained human resources professional on staff. That's okay, because we've got you covered! Because you are a member of Big I NY, our team of experts at Affinity HR Group is ready and able to help you tackle your difficult "people issues."

Affinity HR Group offers a full range of HR consulting services — at prices you can afford. And because Affinity has extensive experience working with independent agencies, we know your space and are ready to jump right in.

Need to hire a producer or customer service rep?

We can help you find one.

Don't have an employee handbook?

Let us create it for you.

Not sure how to terminate a problem employee?

We know the pitfalls and can guide you around them.

Rapid growth causing disorganization in the ranks?

Bring us in and we'll straighten things out.

All at discounted prices to fit your budget.

SPECIAL Big I NY MEMBER PRICING

Unlike the large HR consulting firms, Affinity HR Group was founded to help small and medium-sized businesses tackle their human resources challenges — **and our pricing is tailored to meet your budget.** And your membership in Big I NY entitles you to further across-the-board discounts on the services we provide.

The Affinity HR Group consulting team specializes in all facets of human resources, management and strategic workforce planning.

OUR SERVICES INCLUDE:



Recruiting and Retention



People Development



Compensation and Performance Management



Strategic Planning



Regulatory Compliance



Ad Hoc Support

➔ Check out our services and member pricing: www.AffinityHRGroup.com/BigINY or call 877.660.6400

The Employment Lifecycle



AD HOC SUPPORT

Some employee situations require special consideration, and these often come out of the blue. When that happens, the experts at Affinity HR Group are a phone call away. Whether you need to discipline a problem employee or keep a star performer from leaving — or you just want to understand your rights as an employer — we're here to help the minute you need us.



REGULATORY COMPLIANCE

No matter what your size, running a company entails a myriad of laws and regulations. Affinity HR Group can help you minimize the risk of lawsuits and enforcement actions by ensuring that your company stays fully compliant with ever-evolving federal and state employment regs. Our services include developing employee handbooks and policies, evaluating procedures and practices, and compliance-related consulting and training.



STRATEGIC PLANNING & WORKFORCE DEVELOPMENT

Knowing where your company is going is the first step in ensuring business success. Aligning your people programs and practices with your strategic goals is the next step. From evaluating your commission structure to recommending employee engagement tactics, Affinity HR Group has the expertise to help you plan and prepare for your future.



RECRUITING & RETENTION

Finding and keeping top talent can be a struggle. Affinity HR Group's experienced recruiters will assist with your hiring needs and can work with you to ensure that new talent is well oriented into your company — and remains productive and engaged over time. We charge a small fraction of what the big recruiting firms do!



PEOPLE DEVELOPMENT

Keeping individuals and teams working well together can be a challenge for the best of managers. Affinity HR Group helps individuals, teams and executive leadership develop their collaboration skills through training, coaching and team development.



COMPENSATION & PERFORMANCE MANAGEMENT

Compensation specialists work with companies of all sizes to develop effective pay and incentive programs to meet their changing strategic goals. Affinity HR Group also will help to ensure your performance review programs are meaningful and effective.

CONNECT WITH US



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877.660.6400



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Check out our services and member pricing: www.AffinityHRGroup.com/BigINY or call 877.660.6400