

# Comprehensive HR Solutions

## When it comes to talent, play to win with comprehensive HR solutions

The “talent game” of attracting, developing, managing and retaining a high-quality workforce is always evolving. And the stakes are higher than ever before. However, many organizations aren’t ready for the challenge.

Our team of human resources (HR) professionals will understand your organization and build practical solutions tailored to its unique needs. We complement your HR business function with the right mix of talent, services and technology, so you can win with talent and focus on what matters most. From pre-hire to retire, Rehmann has you covered.

### Human Capital Management

Rehmann’s suite of human capital management tools streamlines processes, so they take minutes, not hours.

Everything needed to deliver a great employee experience is available online and through our mobile app:

- Talent acquisition
- Employee onboarding/offboarding
- Time and attendance
- Payroll
- Affordable Care Act (ACA) management

In our cloud-based, single sign-on platform, your data is accessible, up-to-date and safeguarded with industry-leading security measures. The system complies fully with all applicable labor and healthcare laws.

### HR Consulting and Outsourcing

From periodic help to ongoing support, Rehmann’s HR solutions are adaptable to the dynamic needs of your company.

Our HR professionals can assist project-to-project, serve as your entire HR department, or anything in between. Solutions are tailored to you and include:

- HR audits and assessments
- Strategic planning
- Policy development
- Recruiting
- Compliance assurance
- Training and leadership development

Reduced risk. HR efficiency. More value delivered for your people. We are HR expertise, on-demand.

## Employee Engagement and Relations

High engagement has clear benefits. A strong link between an employee and their company can lead to increased productivity, better retention and a healthier bottom line.

Some areas we can help include:

- Survey design and implementation
- Recognition and rewards
- Exit interviews
- Employee handbooks

## Leadership and Organizational Development

Supporting your current leadership team while also identifying and preparing future leaders is tough for any business. We can work with you to prepare your business for the future. From who should be promoted, to managing performance, to training and much more, our proven organizational development programs empower people and drive productivity.

## Compensation Plans and Benchmarking

Rehmann removes the guesswork and compliance risks with comprehensive compensation planning and benchmarking services. From auditing current plans, creating and implementing a new structure, to assisting with executive compensation, we can help.

## Retirement Plan Services

Workplace retirement plans can be a big advantage in the quest for talent. But retirement plans can also be an administrative headache, not to mention the associated fiduciary and compliance risks.

We can create a plan around your needs (including Health Savings Accounts) or identify areas in your existing plan that could deliver more value.