

“Where can I turn for  
**expert HR support**  
that I can hire  
**by the hour,**  
for only those hours  
**when I need it?”**



*We have the answer.*

OperationsInc, LLC, 992 High Ridge Rd., Second Floor, Stamford, CT 06905  
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[www.OperationsInc.com](http://www.OperationsInc.com)



“At OperationsInc, we’re committed to customizing HR solutions to suit your needs. I personally invite you to discover the difference our team can make for you.”

David Lewis, CEO  
OperationsInc

Learn more about our portfolio of offerings at [www.OperationsInc.com](http://www.OperationsInc.com). Click on a wealth of information, including:

- ▶ **Case studies**
- ▶ **Our eNewsletter**
- ▶ **Detailed biographies of our team experts**
- ▶ **Client testimonials**
- ▶ **Upcoming training**



***How Strong is Your  
HR Backbone?***

Call David Lewis at **203-322-0538**.

Turn to us for convenient, cost-effective HR expertise. We won't steer you wrong.



## Human Resources Solutions

Whether you need expertise as broad as general HR administration or as specialized as harassment awareness and prevention training, we deliver a total, proportionate human resources solution.

OperationsInc can help to alleviate the HR administrative burden—offering **simplified solutions to daunting tasks and overwhelming paperwork**. We can help managers to navigate their way—from transitional support for new hires, performance evaluations, and benefits management, to recruitment, compensation, payroll and more, we have the credentials and commitment to get the job done right.

Leap your HR hurdles with a leg up from our experts.

## HR Support for Small Businesses and HR Professionals

When you don't have the resources, matching the HR pro to the problem can be a big jump. OperationsInc makes it easy with a team of experts who run the gamut of HR disciplines.



For small businesses who do not want or need their own in-house HR department, OperationsInc can serve as your virtual HR department. For the HR professional who could use **by-the-hour HR support** from a professional—the OperationsInc team works together to provide the expert to address your areas of need. We customize our services as required, providing **a level of HR support that you would typically find within a Fortune 500 company**.

Spend more time and money on HR than you have to? Not on our watch.

## Our Hourly Approach

Time is money—especially when you're paying for more hours of work than you need. With OperationsInc, you get only the support you want, on an as-needed basis and at an hourly fee, keeping your budget intact.

We provide a "pay-for-use" approach that proves economical and well within reach for businesses of all sizes and with varying timelines.

**You pay by the hour, for only as many (or few) hours as you require.**

No retainers, service fees, or minimums. Just the help you need, for as long as you need, without paying more than you need. Services that are always on target, on the hour, on demand. That's the OperationsInc guarantee. Strengthening your HR backbone without straining your budget.



Pick an HR problem. Any HR problem. It's a sure bet we have the solution.

## Our Portfolio of Offerings

With a vast array of service provisions, OperationsInc is your one-stop solution for all of your HR needs. From start to finish, from the new hire process to termination management, **when it comes to HR, we do it all.** We are out there providing all of the following services—and then some:



—and then some:

- ▶ HR Audits via our HRAssess™ Service
- ▶ Day-to-day HR administration
- ▶ Recruitment management
- ▶ Employee file management
- ▶ Harassment Awareness Training / Investigations
- ▶ Employee handbook development
- ▶ Payroll processing
- ▶ Compensation benchmarking
- ▶ Management and staff training

**Trust us to not only meet your needs, but to exceed your expectations.**

## The Advantage: Simple Steps to HR Solutions.

1. Call (203) 322-0538 to arrange a free consultation.
2. We then custom-create a detailed proposal and budget.
3. An HR professional matching your needs is identified and assigned to you.
4. Weekly status reports and timesheets are provided, so you avoid surprise fees and stay within budget.

Legal compliance is too important for finger crossing. Count on us to cross the "T's" and dot the "I's."

## Compliance Support



Today's maze of federal and state labor laws is full of sudden twists and turns. **Our specialists guide you through it**, with internal reviews, industry-wide research and the support as needed of our legal counsel partners to ensure that you are in compliance and stay there.

We'll even conduct a complete HR Audit via our HRAssess™ service, so you can address any unknown liabilities and maintain the fair practices that you (and the law) demand.

Tap the Power of Our Professionals.

## Our Team of HR Experts

Don't gamble on lesser sources of HR support. OperationsInc's team possesses all the tools leading companies offer their HR professionals—Legal Support, Libraries of Forms, Access to Daily HR law updates, and collective access to one another—a **network of diverse HR experts with an average of 10 years experience in the field.**

We'll work on-site or off-site and we'll meet whatever schedule you demand.

**Maximum expertise. Maximum results. We make your HR backbone stronger.**

