

# Human Capital Practice

An organization's success depends on its human capital. The task of recruiting, retaining and motivating employees is more important now than ever, and represents a substantial investment in time and money. EdgeStone's

solutions are critical in these areas to effectively drive and support your organizational goals. EdgeStone offers a comprehensive suite of consulting services to proactively work with your organization to design and deploy key Human Resources initiatives.

**EdgeStone** | Great Ideas  
Great People

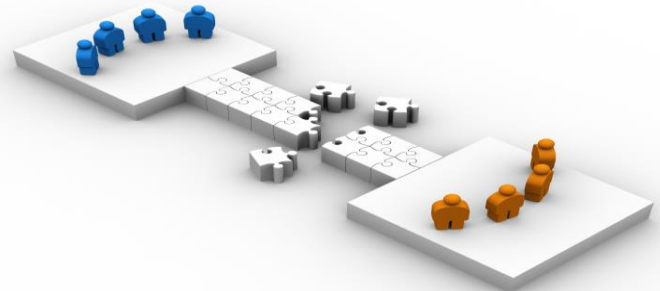


## Human Resource Strategy

- We review existing policies for compliance
- We develop standard policies for your company
- We write or update your Affirmative Action Plan
- We provide an assessment of your EEOC compliance and develop reporting structure
- We review your HR systems and provide specific recommendations for improvement
- We review of your existing compensation system. If you do not have one in place, we can develop it for you

## Benefits Consulting

- We review your benefit structure and identify areas for improvement and/ or cost savings
- We source independent brokers through a formal RFP process and work with them to get you a competitive plan
- We review your current 401(k) plan and identify areas for improvement
- We source the nation's leading retirement plan providers through a formal RFP process and help you select the provider that will be the most cost effective to the company, as well as provide your employees with an important benefit



## Interim Management Support

- We can provide interim senior management support to fill your temporary need
- We can provide interim Human Resources Director,
- Benefits Director and OSHA Director
- By choosing EdgeStone to provide your interim management support, you will give your management team the time to select the right replacement
- We can also assist you in defining your management position and sourcing potential replacement candidate

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