



F&H Solutions Group

Providing creative human capital and management
services solutions in an ever-changing business world.

www.fhsolutionsgroup.com

F&H SOLUTIONS GROUP IS A NATIONAL CONSULTING FIRM
OF EXPERIENCED PROFESSIONALS PROVIDING CREATIVE
HUMAN CAPITAL
AND MANAGEMENT
SERVICES SOLUTIONS
IN AN EVER-CHANGING
BUSINESS WORLD.

F&H Solutions Group consultants assess our clients' human resources challenges and deliver quality strategies and services to solve them. Relying on a vast body of knowledge and experience, our teams work with organizations to develop customized solutions that meet their business needs and operating realities. The firm's clients include Fortune 1000 companies, emerging growth businesses and other entities facing complex human capital and management services issues.

We are focused across the following areas:

Human Resources Consulting

**POLICY ASSESSMENT
AUDIT
FORMULATION AND
IMPLEMENTATION
STRATEGY AND PLANNING
WORKPLACE DIVERSITY
PERFORMANCE MANAGEMENT
OUTSOURCING ASSESSMENT
SELECTION AND INVESTIGATIONS
EMPLOYEE OPINION SURVEYS
AND WORKPLACE SATISFACTION
360 ASSESSMENTS**

To be competitive, organizations need a plan for managing their people and their people programs. The human resources professionals at F&H Solutions Group help organizations create a more productive employee relations climate as well as reduce their exposure to employment-related lawsuits and vulnerability to unionization campaigns. Our team works with clients to ensure their human resources and management policies are consistent with the organizational culture and operations they want to promote.

Employee Benefits Consulting

STRATEGY, DESIGN AND ADMINISTRATION

OUTSOURCING ASSESSMENT

SELECTION

DUE DILIGENCE AND CONTRACT NEGOTIATIONS

LEGISLATIVE AND REGULATORY ISSUES (COBRA, HIPAA, ERISA AND FMLA)

Employers today face a dizzying number of employee benefits options, decisions and mandates. F&H Solutions Group consultants educate clients on trends in employee benefits; help firms improve employee benefits administration and systems; and ensure organizations are complying with relevant legislative and regulatory requirements. Our experts evaluate and design cost-effective benefits plans; review and develop appropriate COBRA, ERISA and HIPAA policies; and assess and update FMLA policies and procedures. The team also provides in-house training to clients.

Absence, Injury, and Medical Management

FMLA

SICK LEAVE

LONG-TERM DISABILITY

WORKERS' COMPENSATION

Lost time on the job can add 20 percent or more to payroll expenses. F&H Solutions Group identifies the root causes of absenteeism within our clients' organization and devises innovative methods to reduce costs. Our consultants analyze the existing absence management program to streamline processes and create incentives for reduced absences. In addition, our team provides FMLA and integrated disability outsourcing services. The firm's expertise in workers' compensation, occupational safety and medical management also enables our clients to achieve savings in these areas.

Training Services and Corporate Learning and Development

**ADA AND FMLA
HARASSMENT AND
DISCRIMINATION
WORKPLACE VIOLENCE
WORKPLACE DIVERSITY
NEGOTIATIONS
BEST PRACTICES**

Professional development is key to grooming effective managers and building productive workplaces. F&H Solutions Group training focuses on educating managers on the legal ramifications of their actions (or inactions) as well as sharing best practices on how to motivate employees to be successful. Our training programs are customized

to meet the needs of each client. We offer our training in English and Spanish and use electronic delivery where on-site training is not feasible.

Employee and Crisis Communications

**INTERNAL AND EXTERNAL
MESSAGING
UNION AVOIDANCE AND
COUNTER UNION CAMPAIGNS
LABOR NEGOTIATION
COMMUNICATIONS
LITIGATION COMMUNICATIONS
SUPPORT
ADVERSE EVENT
COMMUNICATIONS
GOVERNMENT AND NEWS MEDIA
SCRUTINY**

Communicating with internal and external audiences is essential to maintain positive labor-management relationships as well as manage crises and employee-related developments that can impact an organization's operations and reputation. The communications professionals at F&H Solutions Group have strong counseling and consulting skills in all aspects of employee and crisis communications and take advantage of the latest communications tools and technologies. Our clients benefit from programs designed to effectively

communicate with employees, vendors, customers and other critical audiences in the course of managing adverse events such as an accident or a job action.

Wage & Hour Consulting

FLSA, OFCCP Compliance with the federal Fair Labor
OSHA Standards Act and the various related state
USERRA laws can be difficult for any employer. Failure
HR COMPLIANCE-RELATED to comply, even unintentionally, is proving to
CONSULTING be extremely expensive. The wage and hour

consultants at F&H Solutions Group assist clients with in-depth compliance reviews of all areas covered by FLSA and similar state laws. These professionals also offer ongoing support to guide client decision-making on FLSA issues such as position exemption classification, hours worked, overtime requirements and pay deductions. In addition, our team of experts helps clients manage federal agency investigations and supports their labor and employment counsel in defending wage and hour lawsuits.

FOR MORE INFORMATION ON F&H SOLUTIONS GROUP,
VISIT WWW.FHSOLUTIONSGROUP.COM

OR

CONTACT JERRY GLASS, *PRESIDENT*,
AT 202.719.2060 OR JGLASS@FHSOLUTIONSGROUP.COM.

Compensation Consulting

COMPENSATION SURVEYS
EXECUTIVE AND MANAGEMENT
COMPENSATION
EMPLOYMENT CONTRACTS
COMPENSATION PLANS

Employers need effective compensation plans and policies to attract and keep the best available people and achieve balance in their cost structure — two key factors in maintaining competitiveness. F&H Solutions Group

consultants educate clients on compensation trends in their industry or sector, sometimes using compensation surveys. Our team also designs traditional and nontraditional compensation plans for management and frontline employees that could incorporate incentives such as commissions, profit sharing and equity sharing.

Labor Relations Consulting

CONTRACT NEGOTIATIONS
RESEARCH AND ANALYSIS
PROPOSAL DRAFTING
POSITIVE EMPLOYEE RELATIONS,
UNION AVOIDANCE AND
COUNTER UNION CAMPAIGNS
LABOR AND FINANCIAL ANALYSIS
MODELING AND FORECASTING

A good relationship between management and labor is good for business. F&H Solutions Group experts in labor relations advise both union and non-union organizations in all market sectors. Our consultants lead or assist management in collective bargaining negotiations on wages, work rules and benefits. In addition, our team drafts and analyzes contract proposals; conducts cost

analyses of union and/or company contract proposals; develops cost models to calculate current and future employment expenses; researches and analyzes trends in collective bargaining; and provides due diligence in mergers and acquisitions.

Talent Management

EXECUTIVE/MANAGEMENT AND TECHNICAL/PROFESSIONAL SEARCHES

RECRUITMENT OUTSOURCING VOLUME AND CONTRACT RECRUITING

CAREER DEVELOPMENT AND SUCCESSION PLANNING

APPLICANT TRACKING SYSTEM AND HUMAN RESOURCE SYSTEM IMPLEMENTATIONS

RECRUITING PROCESS DESIGN/ DEVELOPMENT WEB SITE DESIGN

Identifying, attracting and retaining quality employees are imperative for every business venture. With our extensive in-house capabilities and professional affiliations, F&H Solutions Group helps organizations search for, recruit and evaluate employee candidates in all areas and at all levels. Our talent management professionals assist clients with recruitment outsourcing as well as contract and volume recruiting in both domestic and international markets. The firm's expertise also extends to applicant tracking, performance management and succession planning.

Transition and Change Management

LEADERSHIP

EMPLOYEE ENGAGEMENT

RESTRUCTURINGS

MERGERS AND ACQUISITIONS

LABOR, EMPLOYMENT AND HUMAN RESOURCES DUE DILIGENCE

The only constant in today's business world is change. Managing the organizational and individual components of a change event such as a restructuring, a merger or an acquisition is critical to achieving corporate goals for safety, quality, customer service and profitability. Change management experts at F&H Solutions Group counsel and train clients on notification requirements; workforce integration issues; transition leadership strategies and solutions; and employee and corporate communication approaches.

About Ford & Harrison LLP

F&H Solutions Group is an affiliate of Ford & Harrison LLP. Ford & Harrison is a national labor and employment law firm with approximately 200 lawyers nationwide. The firm represents employers in labor, employment, immigration and employee benefits matters, including litigation, in both national and international jurisdictions. The firm's Web site is www.fordharrison.com.

Clients of F&H Solutions Group reflect these industry and service sectors: airlines, automobile dealerships, banking and finance, communications, defense and government contractors, health care, hotels and resorts, logistics and distribution, manufacturing, railroads, restaurants and retail.

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