

On Demand from HRExpertiseBP

We offer an opportunity for you to tap the Human Resource and Organizational Effectiveness expertise you need....**On Demand**.

We offer you the option of working with **HRExpertiseBP** as your virtual HR department. You decide who can contact us and how our services are utilized. We establish a package of time that can be used for a price that best fits your budget.

With **On Demand** your staff can contact us when they have a question and receive support just as they would from a Human Resource Director within your organization.

HRExpertiseBP will support your staff and answer questions that come up during the course of day to day business. Some examples.....

- How do we handle this request for extended time off under Family Medical Leave Act (FMLA)?
- Are we required by law to make an accommodation requested by an employee to work from home? (**ADA regulations**)
- Is a request for intermittent leave due to a disability handled under FMLA, ADA or both?
- Can you help me to prepare for this performance discussion with my employee?
- The employee left work early saying they were ill, but we found out that they were really working at another job that day...**How do we handle this? What disciplinary action?**
- An employee came to me and said that they should be paid more for what they do because another company in the area pays their employees more for the same or similar work...**Is it true and how do I handle this?**
- An employee came to me and said they overheard an employee say something to another employee that was inappropriate....**What do we do? Can we be sued?**

These and many questions like these are part of the normal course of business....wouldn't it be nice to have someone to call and get support based on years of experience and expertise?

There are many ways to work with us at **HRExpertiseBP**. We can work with you on projects like Strategic Planning or Compensation and Benefits Plans, partner with you on broader initiatives such as Employee Engagement and Organizational Effectiveness or you can establish an **On Demand** relationship with us....**All at the same time**. *We offer to work with you in any combination that best meets your needs.*

Our goal is to offer satisfaction at a price you can afford with the highest level of quality possible through **Successful Execution**....**On Demand**.

Give us a call...What can we do for you?

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