



## HUMAN RESOURCES CONSULTING

**When legal counsel may not be necessary, but you would like a consult, you may want to engage an advisor through Hall Render Advisory Services for assistance.**

Managing day-to-day HR issues is no small task. Employment matters are oftentimes consuming and tricky to navigate. Our team of advisors guides health care clients through sensitive employment issues including but not limited to discipline, discharge, wage and hour, handbook and policy development/review, workplace harassment, immigration consulting, employee benefits, discrimination matters, accommodation of employee disabilities and leaves of absence. Our advisors also regularly provide on-site training to all levels of management on best practices and strategies for confronting the various workplace challenges facing employers today.

Our Human Resource Advisors, with background and training in employment issues, can be engaged to assist you in a number of matters, including the following.

- **Workplace Investigations.** Avoid the risk or appearance of bias with a comprehensive third-party examination of workplace issues that require a defensible, documented and reliable investigation.
- **Handbook and Policy Reviews.** Ensure your policies are up-to-date with regulatory requirements and business processes to mitigate employer risk. We are able to tailor policies to align with your organization's industry and culture.
- **Wage and Hour Review.** Our team of advisors is able to conduct reviews to uncover and quantify potential wage and hour violations.
- **I-9 Audits.** We conduct internal I-9 audits in a manner consistent with the employer sanctions and anti-discrimination provisions of the Immigration and Nationality Act (INA), including a review of all Form I-9s and supporting employee-provided documentation to identify and correct any errors that may exist. We also assist with process improvements as needed to ensure continued compliance with all applicable laws and regulations.

### Education and Training

Managing human resources matters is often time consuming and tricky to navigate, with many potential risks associated with the personnel decisions employers are asked to make on a daily basis. Our Human Resources Training and Development team offers training and educational opportunities to assist and guide in-house teams through a variety of HR issues.

Designing practical, relevant training programs for your employees, supervisors, managers, board and executive leadership team is our goal. Each program is customized to fit your organization's specific culture and needs.

More information on the breadth and type of training we offer can be found on our ["Employment Training and Development Services"](#) page. This training can usually be offered either through the Hall Render law firm, or through advisors as part of the Hall Render Advisory Services. [Learn More about Education and Training Services](#)