

HR Representation Deliverables

ADA
Arbitration
COBRA
Consumer Credit Protection Act
Copyright Statutes
EEO
Employee Polygraph Protection Act
ERISA
Fair Credit Reporting
FLSA
FMLA
HIPPA
HMO
INS
NLRA
North American Free Trade Act
Omnibus Budget Reconciliation Act
OSHA
Practices
Pregnancy Discrimination Act
Remedies
Requirements
Social Security/Retirement Legislation
Taft-Hartley; Landrum-Griffin
Unemployment
Vietnam-era Veterans Readjustment Act
Vocational Rehabilitation Act
Wage & Hour
Wage Garnishment
WARN
Workers' Compensation

Additional and expanded
HR services are tailored
for specific client needs

PHRST
& Company, Inc.
1201 N. Oceanshore Blvd
Flagler Beach, Florida 32136
www.phrst.com or HR@PHRST.com
800-285-8380-code-14 or 386-439-6341

Non-legal Human Resource Representation



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

Non-legal Human Resource Representation

What Is Needed

Often organizations are unfamiliar with and ill equipped to deal with non-legal regulatory and similar matters. PHRST can plan, assist on, administer and follow through with an appropriate response. In situations where organizations are required to respond to or meet with non-legal authorities to address non-legal worksite HR issues, it often is unnecessary to engage high price, often HR-unfamiliar, legal counsel to address the matters.

State-of-the-Art

PHRST professionals know what to do and how to handle an organization's non-legal HR response. PHRST eases the worry and burden to provide an appropriate response in an appropriate manner. We can assist you in preparing your non-legal response and we will act as your advisor to develop your facts, position and reasons dealing with AAP, ADA, EEO, FLSA, FMLA, INS, OSHA, unemployment, workers' compensation, wage & hour, arbitration, expert witness areas and more.



Knowledge, Skill & Ability

PHRST's response team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, regulations and professional standards with technical expertise to deliver business- focused, appropriate responses to authorities and inquiries based upon your information.

When, Where & For How Much

Project activities and timeframes vary. Depending on client need, professionals work at client locations, designated sites, or PHRST offices. Our basic service fee is \$1,800 per day. Appearances are billed as full days. Expenses are documented and billed at-cost to clients. At an additional preferred client fee for ancillary matters, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.