

we keep the **human** in human resources



The difference

between us and other human resource firms is you. You, your unique HR challenge and specific, proven solutions to solve your day-to-day HR challenges.

We understand your success depends upon acquiring, managing, and retaining the best talent. At e-VentExe, our focus is to handle any and all of your complex employee issues in-house with cutting-edge solutions.

We are ready to support all of your Human Resources issues including complete HR department outsourcing, contract HR Professionals, overall talent management, executive search, high volume recruiting, assessments services, compensation plans, affirmative action programs, employee handbook development, online performance management, and management training. Our pre-packaged, bundled HR service, eBasicHR is perfect for small businesses.

Whatever your need, our knowledgeable and friendly HR professionals' focus is to keep the "Human" in Human Resources so you can focus on your other priorities with confidence. Our focus is you. Contact us to find out how we can start solving your HR challenges today.

Outsourcing & Compliance:

- Full / Part-Time Contract HR Professionals
- State and Federal Labor Law Compliance
- HR Audit
- Compensation / Salary Analysis
- Affirmative Action Plans
- eBasicHR HR Compliance Package

Recruitment & Retention:

- Recruitment & Retention Audits
- Full / Part-Time Contract Recruiters
- Retained Management Search
- Online Application Management Solutions
- Employee Retention Programs

Training & Development:

- Leadership / Management Development
- AB1825 Compliant Harassment Training
- Activity-based Teambuilding
- 360° Management Feedback Process
- Online Self Development Programs

Talent Management:

- Online Performance & Goal Management
- Learning Management
- Compensation Management
- Succession Management
- Compliance Management

Assessment Tools:

- Pre & Post Employment Tools
- Benchmarking by Position
- Reliable and Validated
- Business Friendly Language

Charter Member:



HRConsultant Network Member



e-VentExe

Full Service

Human Resource Consulting

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the SOURCE for HR outsourcing & compliance



HR Outsourcing & Compliance Services offers a strategic blend of technology and expertise for large or small organizations. We can simply enhance your existing HR practices, or customize full service HR management consulting and outsourcing to address your ever-changing Human Resource demands and keep you in compliance.

The bottom line? When you partner with e-VentExe, our innovative solutions will make a difference in your day and let you focus on your other priorities.

As a Charter member of the CalChamber HRConsultant Network, we bring you the latest in compliance tools and insight so you always remain ahead of the legal side of employees. Today, more and more companies are looking to HRO (Human Resource Outsourcing) providers like e-VentExe for partial or complete outsourcing and compliance needs. Now is the time for you to get started.

Look to us. We are your source for HR outsourcing and compliance issues. Call us today to get started.

HR Outsourcing & Compliance Services:

- Full / Part-Time Contract HR Professionals
- Employee Handbook Development
- Policies and Procedures Administration
- State and Federal Labor Law Compliance
- HR Audit
- Job Analysis / Descriptions
- Compensation / Salary Analysis
- Safety Compliance (IIPP)
- Affirmative Action Plans (AAP)
- New Hire / Termination Process
- HR Administration of Forms
- Performance Management Programs
- eBasicHR HR Compliance Package

Industries Served:

- Financial / Banking
- Construction
- Hospitality / Service
- Manufacturing
- Technology
- Telecommunications
- Retail
- Media
- Non-Profits

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Established in 2000, e-VentExe is a full service Human Resource consulting company. The name e-VentExe stands for employees, Ventures, Executives. e-VentExe operates under the belief that without the right placement, structure and development of people each business venture will have a difficult time succeeding in today's competitive environment. We have a proven track record in saving businesses time, money and energy through enhancing management's effectiveness, increasing workforce productivity and minimizing employee liabilities. With over 75 years of combined HR experience, our HR consultants offer personalized professional services to small, medium and large firms.

building retention into your recruiting process



One constant in business is that people change.

Moreover, when good people leave, the financial impact to your organization is immeasurable. e-VentExe's Recruitment and Retention Services will help reduce the significant cost to your organization with innovative and strategic solutions for your unique hiring requirements.

Our knowledgeable and strategic recruiting professionals are here to help you locate that "total person" who is so important to your organization's success.

Looking to fill a larger quantity of entry level and front line employees? Our expertise does not end with individual placements. We utilize the same goal-oriented focus of in-depth research and thorough assessment and screening processes to fill your ongoing needs. The process is customized only to your individual needs. Nothing more.

Post hire, we're here to help you train new hires, improve your on-boarding experience for new hires, conduct new hire surveys to identify areas of improvement and track source effectiveness, conduct employee opinion surveys and exit interviews and develop employee performance programs.

Find out how we can help recruit and retain top talent for your organization, call today.

Recruitment & Retention Services include:

- Full / Part-Time Contract Recruiters
- Retained Search
- Online Application Management Solutions
- Recruitment & Retention Audits
- Initial Recruitment and Screenings
- Pre-Employment Assessments
- Hiring Process Project Management
- Exit Interviews / Surveys
- Employee Retention Programs
- Performance Management Programs
- Behavioral Interviewing Training

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keeping the **development** in training



Employees make the difference today between success and failure. What employees look for is an employer that invests in them. Employees need ongoing training and education to stay current and help your organization move forward. Making the right employee training and development choices enables your team to work more efficiently and increases morale, creativity, and productivity.

Our expert trainers have years of facilitation and instructional design experience to create custom workshops for your team quickly that fit both your budget and your corporate culture. Review a partial listing of the Management Training workshops that can be customized to your organizational requirements.

Our clients love our training and employee development experts for their friendly and responsive approach to delivering the knowledge you and your team needs to stay competitive. Call us today to get started.

Training & Development Solutions:

- Leadership / Management Development
- AB1825 Compliant Harassment Training
- Activity-based Teambuilding
- 360 Management Feedback Process
- Online Self Development Programs
- Organizational Management Analysis

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- Non-Profits

Training Courses Include:

- Basic Leadership Styles
- Delegating Responsibility
- Motivating Employees Successfully
- Managing Change in the Workplace
- Instilling Trust / Building Relationships
- Time Management
- Performance Management
- Diversity Issues
- Conflict Management
- Ethics in the Workplace
- Legal Side of Management
- SMART Goal Setting
- Interpersonal Communications
- Effective Communications
- Critical Thinking
- Customer Service
- Teamwork Development and Processes
- Behavioral Interviewing

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managing and **growing** your workforce talent



Today's workforce landscape demands that you do more than simply conduct annual employee reviews. On-going assessment, performance management, and career-pathing keep your team engaged, satisfied and producing at the highest level.

Through our integrated talent management platform, we will optimize your workforce productivity by linking overall employee development plans through training, performance, succession, compensation, and compliance in one seamless system.

With no software to install or lengthy customization work required, you can reap the benefits of an integrated Talent Management solution in just a few weeks – without sacrificing functionality. Through a hosted solution with subscription-based pricing and modular design – you receive what you want, when you want it.

We take the complexity and risk out of choosing a people management system. We make it simple for you. Contact one of our professionals today to find out how to get started.

Benefits of Integrated Talent Management:

The Business

- Increased performance, profitability, and share holder value
- Access to top talent when and where needed
- Increased agility – quicker response to changes in market

The Workforce

- Increased retention of top talent
- Increased engagement through line of sight into organizational goals
- Increased motivation through insight into career and development opportunities
- Knowledge/skills/abilities that grow and align with organizational goals

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To access more information on our Talent Management including White Papers, Fact Sheets and Case Studies visit our website and register to access the Talent Management portal.

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select employees with the right **business fit**



Making the right hire is more than sourcing. It's about fit. Relying on resumes and interviews as a means to selection is as effective as throwing darts at balloons at the fair. Those old school assessment practices lack the reliability, consistency, and legal defensibility you need in order to find the truly best talent for your organization.

We offer in-depth assessment services to help you both determine the best hire and manage performance after their first day. We only provide legally defensible screening and assessment tools that have the predictive power of reliably identifying the best hire today leading to improved, long-term retention tomorrow. More than 25,000 satisfied clients worldwide have experienced success with our assessment services, having seen its positive impact on their organization's revenues.

Call us today to talk to one of our friendly assessment experts and discover how e-VentExe can help you find and retain top performers – discover how we can help you find people that fit.

Assessments:

- The Profile XT™
- Step One Survey II®
- Profiles Sales Indicators™
- Customer Service Profile™
- Profiles Workforce Compatibility™
- Checkpoint 360 Management Feedback™
- SkillBuilder™
- Profiles Performance Indicator™
- Profiles Team Analysis™

Benefits of Assessment Services:

- Pre & Post Employment Tools
- Benchmarking by Position
- Reliable and Validated
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