



employee management made simple.

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EMPLICITY KNOWS NON-PROFITS

Finally, an HR Company who understands you.

Emplicity is the simple choice for Non-Profits; experienced, dedicated and understanding.

HUMAN RESOURCES OUTSOURCING BUYERS GUIDE

Emplicity brings a confidante in key management decisions. As your HR Business Partner Emplicity will provide the necessary guidance and research on employee relations, compliance and workforce productivity, resulting in specific measurable HR outsourcing results, with the end result being greater employee satisfaction, better morale, and higher productivity.

As Paul Cho, COO/CFO, from the non-profit organization illumination Foundation says, "Emplicity has been a wonderful partner bringing solutions to the specific business issues for Illumination. Emplicity and the team listened for our critical pain and developed and executed a solution tailored uniquely to our organization. Fantastic results."

Emplicity is your local Human Resources Provider.

Emplicity the leading local Human Resources Outsourcing provider was founded in 1996 on the principle of making employee management simple. Emplicity is headquartered in Irvine, California with offices in Sacramento, Los Angeles and San Francisco, serving over 6000 worksite employees throughout California.

We assist our clients in the pursuit of success by providing full-service Professional Employer Services that frees them from the complexities of HR. Our dedicated, trusted team of HR professionals provide services that result in all-inclusive, empowering solution for our clients' human resources needs. We understand our clients' point of view and conduct ourselves in a professional, empathetic, and enthusiastic manner.

Some Industries We Serve

- Behavioral Health
- Churches and ministries
- Youth and Family Services
- Coalitions
- Industry Associations
- Medical Services
- Adult Mental Health & Counseling Services
- Child and Teen Mental Health & Counseling Services
- Homeless Outreach
- Clinical Research
- Drug and Alcohol Addiction Rehab Center
- Substance Abuse
- Occupational Health



Popular Misconceptions

• Outsourcing HR is too expensive for nonprofit organizations

Emplicity will tailor an HR outsourced program to fit within your organization's HR goals and meet your budget needs. Many options are available from an on-site professional or simply phone support and everything in between. When you outsource to Emplicity, you benefit from the combined experience of a seasoned team of HR Professionals who have faced similar situations and challenges.

• Outsourcing partners can only handle paperwork and administrative

You may be under the impression that an outsourcing partner won't be able to assist with strategy and people-focused projects such as performance management, culture and engagement and talent development. But that couldn't be further from the truth. An effective HR partner will entrench themselves in your organization and function similar to an internal HR leader.

• You'll have to let go of your current HR Manager

With Emplicity and your HR Manager working hand-in-hand, there is time for both administrative and compliance tasks, along with other projects, that would otherwise be left on the back burner.



FUN FACT:

The greatest challenge is that failure to comply can lead to serious financial consequences. Outsourcing HR functions to a trusted provider can help you understand and take action to comply with these laws and regulations.*

*Source NAPEO

What is HR Outsourcing?

Emplicity alleviates the burden of juggling compliance, productivity and staffing priorities so you can focus on managing and growing your business. Our personalized service pairs one of our highly-experienced human resources professionals with your company to provide guidance on a spectrum of services including: management training, employee relations, performance management, safety and risk management, and employee terminations.



Emplicity HR Outsourcing Services

- Human Resources Management
- Recruiting, training, and development
- Compliance Management
- Overseeing organizational structure and staffing requirements
- Tracking department objectives, goals, and strategies
- Training and development

EMPLICITY HR SERVICES

Human Resource Counseling

- ✓ Live telephone support
- ✓ On-site support and guidance
- ✓ Recruitment support
- ✓ New-hire orientation
- ✓ Staffing planning
- ✓ Performance Reviews
- ✓ Corrective Actions
- ✓ Termination guidance
- ✓ HR Strategy
- ✓ Policy & Procedure Best Practices

Recruitment Support

- ✓ Job description development
- ✓ Advertisement of positions
- ✓ Review of hiring process
- ✓ Interview and selection training
- ✓ Candidate sourcing
- ✓ Background checks

Compliance Management

- ✓ Employment Regulations
- ✓ Exempt and non-exempt classifications
- ✓ Paid family and sick leave laws
- ✓ Wage and hour
- ✓ Employee handbooks
- ✓ Record keeping

Training & Development

- ✓ Employee development resources
- ✓ Leadership training
- ✓ Sexual harassment training
- ✓ Employee certification tracking
- ✓ Safety program development
- ✓ Management Training

FUN FACT:

Small businesses that work with HR Outsourcing have employee turnover that is 10 to 14 percent lower employee turnover, and are 50% less likely to go out of business.*

The Small Business Association estimates that it costs \$1,469.00 per year per employee to handle human resources in-house. For a lot of small and medium sized businesses, that's too many resources taken away from marketing, new product development or the onboarding of additional staff.



CERTIFIED HR PROFESSIONAL.

Emplicity takes an active role in managing your employee issues. You'll get the highest level of engagement and guidance to resolve issues and drive company growth.



CONFIDENCE IN MANAGEMENT.

Emplicity instills the confidence and knowledge you need to manage daily tasks and decisions associated with HR, such as hiring, firing, and managing employee performance.



ENGAGED AND STRATEGIC.

Your dedicated Emplicity representative understands your unique business needs and acts as a key resource to your management team. Rely upon us in critical situations to achieve your objectives



ON-SITE. ON-CALL. ONLINE.

We know that employee issues escalate when it is not convenient. Your Emplicity Representative is available when the situation calls for guidance in person, via phone call or text message, or online through email or virtual meeting.