



***ALIGNING PEOPLE & STRATEGY.
PRODUCING RESULTS.***



HR Functions & Business Leaders

- Small and medium-sized business leaders struggle to turn HR functions from “cost-center” to competitive advantage
- Leaders focus on profit margin, overhead, and market share in competitive market and economy
- HR Management is time consuming and is not given attention needed to use competitively
- Obtaining comprehensive HR resources is costly
- Using “staff” to manage HR activities – not strategic and drains time



HR Management Options

- Internal Management
 - Senior executives time not properly leveraged
 - Administrative staff not HR experts
 - HR-related matters change often
- Employee Leasing
 - Don't understand your strategic plan
 - Controlling in terms of ownership/options
- Pinnacle Outsourced HR Management Team
 - Allows management to focus on core business
 - Experts in all aspects of HR functions
 - Tailored solutions focused on your business objectives





Who is Pinnacle?

- Business-Focused Human Resource Professionals
- Leading HR change with small and medium-sized businesses since 2000
- Long-term relationships with companies in manufacturing, health care, service-related industries and construction
- Client retention is over 90%
 - Trustworthy
 - Competent
 - Affordable

How Is Pinnacle Different?

Business Focused
HR Alignment



- Connect **ALL** HR Activities with Your Business Plan
- Tailor HR Solutions to Meet your Business Goals
- Get to Know Team – Become Extension of Your Team
- Adapt to Changes in Plan, Market Conditions & Team



Business Focused HR Alignment

ADMINISTRATIVE

- Employee Screening
- On-boarding
- Payroll
- Job Descriptions
- Exit Interviews

STRATEGIC

- Scorecard Development
- Assessments
- Performance Management
Coaching
- Skill Building Workshops
- Selection and Placement
- Benchmarking Jobs
- Development of Key
Accountabilities

COMPLIANCE

- HR Audits
- Government Compliance
- Policy Development
- Claims Management
- Employee Counseling
- Separation Procedures

**PINNACLE LEADS ALL FUNCTIONS OF YOUR HUMAN RESOURCE MANAGEMENT,
SO YOU DON'T HAVE TO**



Let's Hear From a Few of Our Customers



Core Business: Commercial property management

Key HR Issues: Reducing internal time spent on reacting to HR-related matters; improving HR processes



Core Business: Custom countertop manufacturing

Key HR Issues: Managing daily and ongoing activities without internal HR staff; organizational development



Let's Hear From a Few of Our Customers



Core Business: Educational search engine development

Key HR Issues: Employment practices keeping pace with rapid company growth; attracting and retaining top talent



Core Business: Plastic injection molding

Key HR Issue: Control operating expenses while increasing available resources; aligning team members to strategic plan



Neyer Management

- In the past ***HR issues would eat up hours and days of our time.*** We tried working with a national payroll company that offered HR support but found we were being provided with generic answers by someone working in a call center who didn't know us or our business. We were referred to Pinnacle in 2006 and remain a happily satisfied client to this day.
- Partnering with Pinnacle is like having the support and resources of a full blown HR department. ***I can provide them with just the basics of an issue and I'm done with it.*** I know the situation will be handled intelligently and better yet, I'm spending my time playing offense, not defense. In my experience, Pinnacle actually delivers on what the national companies market so well.

John Neyer, CEO

Neyer Management (client since 2006)



Stonehouse Building Products

- Yes, Pinnacle assists us in ***day-to-day HR administrative and compliance activities*** like employee attendance policies, screening activities and risk management which can be time consuming for a company of our size.
- But what I like most about having Pinnacle on my team is that ***they drive talent management activities***. Through the implementation of their Employee Scorecard we have been able to ***better allocate resources*** based on skills which has helped us meet our business objectives. ***It's like having our own Director of Human Resources, but much more affordable.***

Phil McClellan, President

Stonehouse Building Products Company (client since 2002)



Thinkronize

- When we began partnering with Pinnacle in 2000 we were managing a startup and the last thing we needed was getting bogged down with handling the details of HR. As we grew over the years, Pinnacle ***ensured that our employment practices kept pace with our ever changing needs.***
- Pinnacle helps us with all aspects of our human resource management. As a result, we ***make smarter hiring decisions***; we have ***up to date policies***; and we have ***a trusted advisor*** that helps us work through sensitive employee issues as well as countless other matters with expertise and professionalism. Pinnacle has been a real friend to our company and an invaluable resource to our leadership team and employees alike.

Randy Wilhelm, President

Thinkronize, Inc.

An Inc. 500 fastest growing company and client since 2000



Tom Smith Industries

- We are a Tier 1 supplier to several leading automotive OEMs and employ over 150 people. When we were referred to Pinnacle in 2000 our human resource function was being outsourced to a PEO. Pinnacle provided us with ***an alternative to employee leasing that has exceeded our expectations.***
- They have created many of our employment policies and ***we rely on their expertise to reduce our exposure to liability*** that all employers hope to avoid. Pinnacle ***also plays an active role in the professional development of our managers and production supervisors.*** As a result of our relationship with Pinnacle, we have a human resource function that helps drive our business success.

Steve Good, President

Tom Smith Industries (client since 2000)



Let's Get Started...

- Arrange meeting to discuss:
 - HR objectives – how do you want HR to assist you in meeting your business goals
 - Immediate HR projects – what activities need more attention
 - Immediate challenges (what are you facing?)
 - Current team skills and time spent on HR functions



Thanks for Your Time

- Please contact us with additional questions
 - Bill Ratterman, SPHR
 - Melanie Buchanan, PHR
 - Phone: (513) 533-1823
 - Fax: (513) 533-1859
 - E-mail: info@pinnaclehr.net
 - Web: www.pinnaclehr.net/