

KROST HR SOLUTIONS

FOR RESTAURANTS & OTHER SMALL TO MEDIUM-SIZED BUSINESSES

Featuring Lisa Arangua | *Director - Human Resources;
Head of HR Solutions*



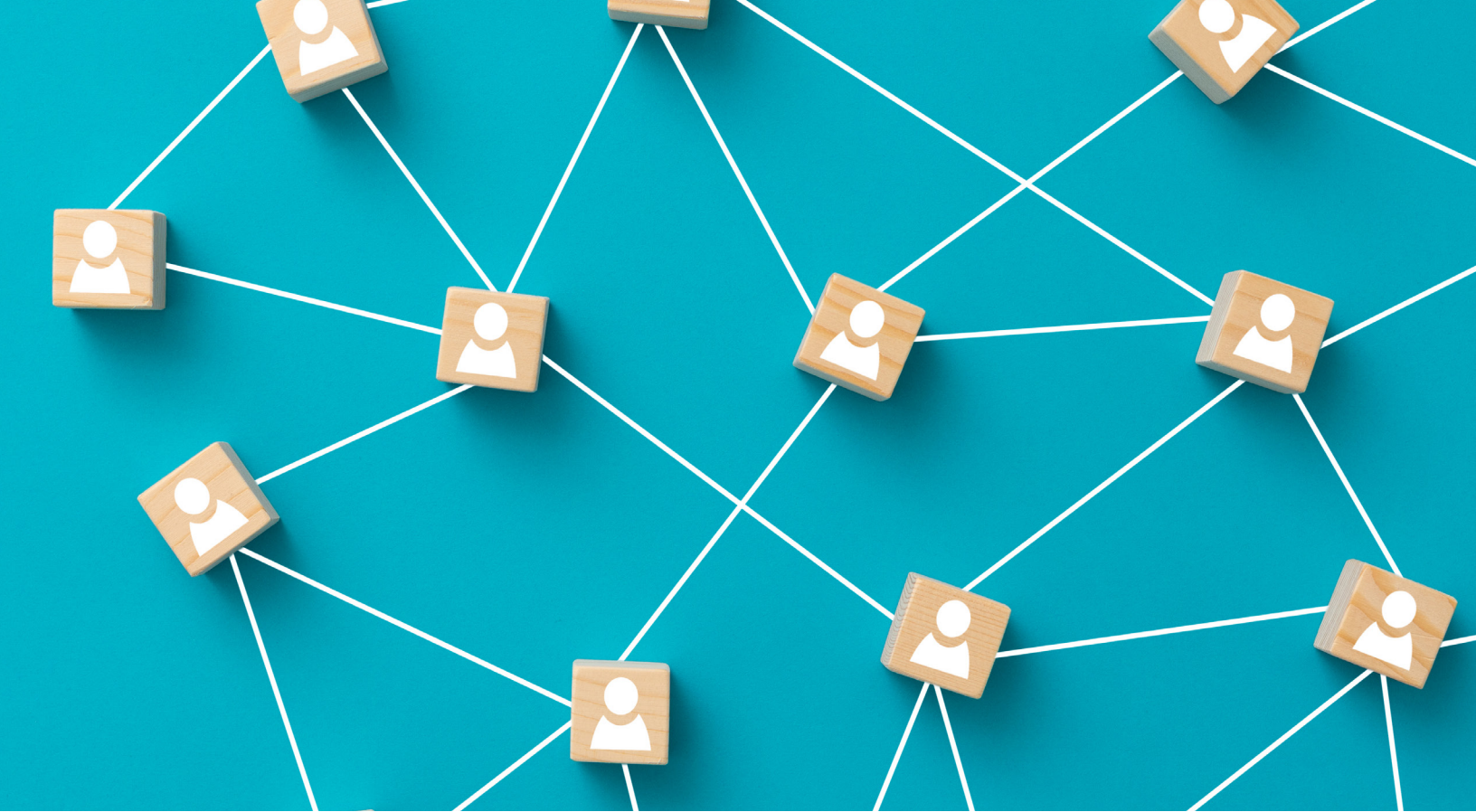
Did you know that KROST offers Human Resource Solutions to companies that do not have access to, or resources for full-time HR personnel? We recently spoke to Lisa Arangua, who oversees this practice, to learn about her background and the value of this service to our clients. Lisa has over 20 years of experience in the HR profession. She specializes in employee relations, labor relations, benefits design and implementation, performance management, employee development, recruitment and retention, organizational development, and policies and procedures. Here is what we learned about Lisa.

CAN YOU TELL ME A BIT ABOUT YOURSELF AND YOUR PASSION FOR HUMAN RESOURCES?

LISA: When I started college, I knew right away that I wanted to be in HR. I realized early in my career that I was passionate about people. I love learning about compliance and employment law, developing people, helping organizations grow, and establishing growth expectations. I found it fascinating that HR spans all areas of an organization. People are complex, and there is so much involved with successfully managing this department as an integral piece of an organization. You have to enjoy problem-solving and combating unique challenges. The pandemic is an excellent example of that. It's been a pleasure to see how HR has evolved, too, and I enjoy navigating new initiatives such as diversity, equity, and inclusion (DE&I).

WHY DID YOU DECIDE TO LAUNCH AN HR SERVICE?

LISA: As a firm, we always look for ways to enhance our client's business(es) and improve their bottom line. Part of our desire to consult holistically led to many questions from our clients on meeting compliance standards—and lots of phone calls! I quickly realized how difficult it is for many of our clients to maintain these standards with limited resources to manage HR, especially with how quickly things have evolved. There are many challenges to deal with in any organization, and those hurdles only grew because of the pandemic. I've created this service with that in mind. I wanted to help KROST clients and others get their businesses compliant. With the HR service, companies can avoid penalties, legal issues, and complications that can arise—ultimately safeguarding their bottom line.



WHY SHOULD BUSINESSES CONSIDER HR SOLUTIONS AS PART OF THEIR CONSULTING PACKAGE WITH KROST?

LISA: Leveraging outsourced HR services is cost-effective and can mitigate real risks. If a company has not reviewed policies and procedures, safety standards, wage and hour laws, and required employee training, then it is worth an assessment. We offer the same level of care, thought, and due diligence as our other services. At the end of the day, it's about looking out for our client's best interest.

WHAT SERVICES ARE INCLUDED?

We offer a comprehensive compliance package including:

- Required Postings & Notices
- Recruitment & Hiring Practices
- On-Boarding
- Employment
- Safety Compliance
- Wage & Hour Laws
- Termination Process

Additional services that are available include:

- Various Training Programs
- Full Human Resource Audit
- Human Resource Consulting

IF I WANT HR SERVICES/CONSULTING, HOW DO I GET STARTED? WHAT ARE THE STEPS?

- Step 1 – Initial Needs Assessment & Introduction to Compliance Package and What is Included
- Step 2 – Site visit and assessment completed with key stakeholders at location
- Step 3 – Comprehensive review of assessment report with key stakeholders
- Step 4 – Implementation Planning / Recommendations
- Step 5 – (Optional) Assistance with Implementation

Do you have questions or concerns about your company's compliance standards? If you think an assessment could benefit your business, contact us today.

CONTACT LISA ►