

Human capital is every business's most important asset, but many owners are too busy managing the financial wellbeing of their companies to evaluate the quality and effectiveness of the people behind it.

Grassi's HR & Organizational Development services help your business evaluate the operations, culture and people driving or limiting your company's profitability. Our specialists offer an objective perspective and practical recommendations based on decades of experience in HR management and business operations.

## Human Resources Consulting

Our Human Resources consultants customize solutions to meet each client's unique business needs and provide just the right amount of HR support for you and your employees. Our HR outsourcing team can also fill in the gap for companies that don't have an HR department or are looking to enrich their existing function.

Services include:

- Audit and analysis of existing HR function
- Outsourced HR services
- Recruitment of HR executives
- Compliance and administration of U.S. employment law
- Employee relations and performance management
- Assessments of employee job descriptions, exempt/non-exempt status, policies and procedures
- Sexual harassment prevention training
- Compensation analysis
- Workforce planning

## Organizational Development

Grassi's Organizational Development specialists give you a holistic view of your business that extends far beyond its financials. This unique viewpoint allows us to make recommendations that help your company save costs, retain employees, improve efficiencies and exceed its growth goals.

Services include:

- Organizational assessments
- Operational reviews
- Job analysis
- Cultural assessments
- Policy Development
- Governance consulting
- Industry benchmarking
- Technology assessments
- Evaluation of internal controls



**Jeffrey Agranoff**  
*Human Resources Consulting Principal*  
jagranoff@grassiadvisors.com | 516.336.2418



**Jessica VanRossem, CPA**  
*Human Resources Consulting Director*  
jvanrossem@grassiadvisors.com | 516.336.2432