



Company Fact Sheet

Company Name:	HRnovations , Inc.
Location:	Bellevue, Washington
Founded:	1990
Principals:	Mike Komola, SPHR Nancy Komola, SPHR Amy Efroymsen, SPHR
Management Team:	Mike Komola, SPHR, President/Principal Nancy Komda, SPHR, Consulting Director/Principal Amy Efroymsen, SPHR, Business Development/Principal Jan Harding, SPHR, Founder Michele King, CFO/PEO Operations Director
Services:	<ul style="list-style-type: none">• Professional Employer Organization (PEO)• Human Resource Consulting <p>HRnovations partners with its clients to provide strategic guidance, ongoing payroll and benefits administration, and regulatory compliance services. HRnovations' team of experienced, informed and responsive professionals delivers human resources solutions, on- or off-site, giving small companies access to expertise usually found only in a full-service human resource department.</p>
What is a PEO?	A PEO, or professional employer organization, functions as a full-service off-site human resource department for its clients. The PEO and client become co-employers of the client's workforce. The PEO is responsible for human resource administration, payroll, benefits, and regulatory compliance. The client retains control over the management aspects of the employees' work.
Why use a PEO?	<p>Small businesses, especially those with fewer than 200 employees, usually do not have a dedicated human resource staff. According to the National Association of Professional Employer Organizations (NAPEO), the owner of a small business spends up to a quarter of his or her time on employment-related paperwork – time that could otherwise be spent on growing the business. PEOs take on these administrative responsibilities, freeing company executives to do what they do best.</p> <p>PEOs also bring a wealth of senior-level expertise in areas such as recruitment, training, and employee retention.</p> <p>Finally, because of the co-employer relationship, PEOs are able to offer “big company” benefits at more competitive rates than small employers could obtain on their own.</p>
What is NAPEO?	NAPEO, the National Association of Professional Employer Organizations, is the largest trade association representing more than 400 professional employer organizations nationwide. HRnovations has been a NAPEO member since 1992.
What is SPHR?	HRnovations' senior-level consultants hold the Senior Professional in Human Resource (SPHR) certification awarded by the Human Resource Certification Institute. This designation is earned by passing a rigorous examination demonstrating a mastery of theoretical knowledge and practical experience in human resource management.