



## Company Fact Sheet

<b>Company Name:</b>	HRnovations , Inc.
<b>Location:</b>	Bellevue, Washington
<b>Founded:</b>	1990
<b>Principals:</b>	Michael A. Komola, SPHR Nancy E. Komola, SPHR Amy Efroymson, SPHR
<b>Management Team:</b>	Michael A. Komola, SPHR, President & CEO Nancy E. Komola, SPHR, Principal and Benefits Director Amy Efroymson, SPHR, Principal and HR Consulting Director Jan Harding, SPHR, Founder
<b>Services:</b>	<ul style="list-style-type: none"><li>• Human Resource Outsourcing Services<ul style="list-style-type: none"><li>• Professional Employer Organization (PEO)</li><li>• HR Outsourcing (HRO)</li></ul></li><li>• Human Resource Project Consulting</li><li>• HR Staffing and Placement</li></ul> <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 smaller companies access to expertise usually found only in a full-service human resource department. When it comes to outsourcing HR, there are generally two approaches: Professional Employer Organization (PEO) and HR Outsourcing (HRO). HRnovations is one of the only companies in the region to offer both, giving businesses options to meet their unique needs. Clients that prefer to hire HR professionals at all levels on a full-time, part-time or interim basis benefit from HR staffing and placement services.</p>
<b>What is a PEO?</b>	A PEO 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, HR consulting support and regulatory compliance. The client retains control over the management aspects of the employees' work. 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.
<b>What is HRO?</b>	HRO offers additional flexibility by providing a comprehensive list of services delivered part-time, on-demand, including administration of client sponsored benefit plans and the option of adding payroll and employer tax services. Clients have access to an experienced team of human resource specialists dedicated to their company, with all HR functions, issues and tasks proactively managed, both on-site and off.
<b>Why outsource HR?</b>	Business owners work hard to increase revenue, decrease costs, and keep as much of the revenue earned as possible. Effective management of HR, benefits and payroll address all three of these business value drivers. Less effective approached leave money on the table and opportunities missed. Among the list of reasons to consider outsourcing HR include: reduce or eliminate administrative work done by owners and execs; reduce cost of employee benefits; reduce costly complaints and lawsuits from employee disputes; improve expertise and efficiency by letting the experts do HR benefits and payroll work.
<b>What is SPHR?</b>	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.