



Summer 2008 Newsletter

IN THIS ISSUE

It's About You!
Ongoing Support
Take a Tip From Us!
Where We've Been
The Future
Training Seminars

QUICK LINKS

More About Us
News
Seminars & Workshops
Contact Us

THE DOOR IS ALWAYS OPEN!

We love to hear from you! And, we're available for you. Please feel free to drop us a line by phone or e-mail!

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Greetings!

It's About You!

We're in the business of taking care of people. Taking care of *you*. It drives what we do. That's the difference with HRinnovations.

We provide HR services to you as an employer, and we focus our attention on how to help support your employees' needs. And, we do this through delivering top-notch customer service ... *always*. As part of our client service initiative, we've launched HR*nform* - tips and information to help you, the business owner, or busy HR professional, navigate the complicated world of human resources.

Ongoing Support

As part of our service commitment, we aim to provide you with helpful HR information to support your business. The purpose of each issue of HR*nform* is to shed light on subjects that matter to you, from finding and keeping good staff to conflict resolution, HR hot spots and creating a diverse workforce. This month we offer a sample of what's to come. We hope that you will enjoy these newsletters and find them a welcome resource!

Take a Tip From Us!

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Easing Gas Price Pains

This summer employees are singing the gas price blues. There is an immediate solution that benefits *both* the employer and the employee: telecommuting - the practice of working from home for an outside employer. With soaring gas prices, telecommuting is emerging as a major trend as employers seek ways to help employees reduce driving costs. It might even be the

winning ticket for helping pull ourselves out of this energy mess.

Employee Benefits

- Substantial savings on gas, parking, insurance and car maintenance
- Stress reduction
- Workday flexibility
- Fewer on the job distractions, more relaxed work environment, greater work independence
- More time to spend with families and within communities

Employer Benefits

- Increased effectiveness and productivity due to lower absenteeism, higher employee concentration on work and fewer distractions
- Decreased employee turnover due to higher morale
- A hiring incentive for new employees
- Better use of employees' peak efficiency times due to less traveling
- Lower overhead
- Opportunity to tap new labor pools including parents and persons with disabilities

More Ways to Lessen the Pain at the Pump

Employers can take the sting out of record-breaking gas prices in other ways, too. Even for small companies, there are many low- to no-cost options that you can pursue:

- Offer subsidized transportation programs, such as van pools, paying a portion toward the cost of transit passes, and subsidizing bike purchases for

employees who bike to work

- Organize company van/car pools and providing preferential parking for van/car pools
- Reward employees with gas cards
- Expand your telecommuting options, including offering compressed work weeks and allowing employees to work from home one or two days a week
- Encourage job sharing
- Change core hours to allow employees to work "off-peak" schedules such as 10am to 7pm
- Investigate and publicize any regional or state sponsored rideshare resources
- Schedule meetings wisely, including using more online meetings and consolidating regular in-house meetings to one day a week, so that people don't have to drive to the office as much
- Publicize gas saving tips in your company newsletter or Intranet

Employers can find and share other innovative approaches and ideas by going to The Families and Work Institute (FWI) website at <http://www.familiesandwork.org>.

Where We've Been

Capping off a year of record business growth in 2007, our firm changed ownership. Jan Harding and Drew Thoresen passed the torch to three new owners - Nancy Komola, Amy Efroymsen, and Mike Komola. This was a planned, strategic sale meant to support the next stage of company growth, and to allow their exit strategy.

Drew has since retired but everyone in the company is absolutely thrilled that Jan has agreed to continue on with us for the foreseeable future in her role as founder. She's a true expert in the HR field and we're lucky to have her!

Rounding out the leadership team is Michele King, CFO and Operations Director. Together, we're a strong team eager to set our plans in motion and take HRnovations to the next level in order to better support your needs.

The Future

We've been hard at work building our strategic framework through which we will make investments and deliver targeted growth over the next few years. Our attention after hours is focused on three initiatives:

- People: Highly skilled staff additions, which will

further elevate the overall knowledge base of the HRnovations team and enhance our ability to deliver expertise.

- Technology: Investments in a document management system and web based self-service for clients and employees.
- Process: Continued focus on streamlining internal processes and focusing on delivering unique-in-the-industry customer service.

Training Seminars

We're excited to announce that by popular demand the HRnovations Training Seminar Series begins this September and October, 2008. For more information about these valuable seminars please visit our Seminars and Workshops page on our website at

<http://www.hrnovations.com/EmpWorkshops.aspx>.

HRnovations delivers a complete range of human resources solutions on- or off-site, spanning from hands-on guidance and training, to accurate and efficient administrative, payroll and benefit services. Additional information on HRnovations is available at www.hrnovations.com.

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