Tompkins Insurance Offers Expanded HR Services for Our Clients

Through our partnership with Hubric Resources, a regional leader in HR consulting services, Tompkins Insurance is pleased to offer enhanced support.

As our valued client, you will receive a significant discount off Hubric Resources' highly competitive rates.

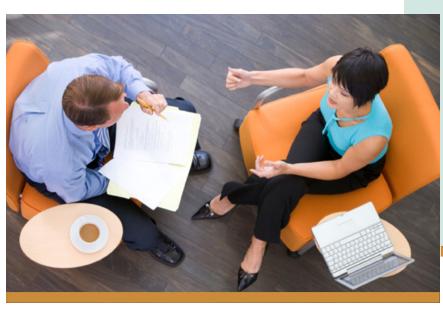
Additionally, **Tompkins pays for the first five hours** of consulting services each calendar year. That's five hours of free, industry leading HR support each year, as our thank you for being a valued client of Tompkins Insurance.





610-334-6888

www.hubricresources.com



HOW HUBRIC RESOURCES CAN ASSIST WITH YOUR HR FUNCTION:

Regulatory Compliance/Policies & Procedures

- · HR function assessments
- Employee handbook reviews & updates
- · Writing effective, compliant job descriptions
- · Wage and hour investigations

Recruiting Support

- · Executive searches
- · Strategies for filling hard-to-find positions
- · On-site recruiting
- Advertising, screening, interviewing candidates
- Background & reference checks
- · Administering DISC Profiles

Compensation and Benefits

- · Salary and Benefit program analysis
- · Incentive programs
- · Compensation metrics
- Salary surveys

Employee Relations

- Managing difficult employees
- Substance abuse issues
 - Sexual and other unlawful harassment investigations
 - · Employee disciplines and terminations

Training & Development

- · Leadership/Management Workshops
- · Anti-Harassment and Diversity Training
- Conflict and Performance Management
- Human Resources Law
- Business Communications
- · Time Management
- Delegation