

HR Due Diligence Services

A skillfully harmonized organization is better positioned for sustained viability when it is supported by a functional, unified Human Resources operation. Assessing fit before function in HR is the driving concept behind these specialized consulting services.

HR factors alone will likely not keep a harmonized business from achieving short-term goals. But, when considered comprehensively and with both foresight and purpose, HR factors can and will influence long-term performance, cultural assimilation and the overall realization of strategic integration objectives.

What is HR Due Diligence? It's objective HR know-how that can be leveraged to support organizational change: merger and acquisition, expansion, divestiture, or to support an organic growth strategy.

Baker Tilly Vantagen experts are capable of seeing the total HR picture and providing management with the information it needs to make calculated decisions that foster effective change and control risk. The stakes here are often very high, which makes getting HR right well worth the investment.

Service Highlights:

- > A functional review of all Human Resources operations through structural alignment analysis and conducting interviews with both HR and non-HR stakeholders.
- > A comprehensive assessment of legal compliance, available resources and current technology. Included here are critical examinations of how company policies interact with federal, state and local regulations to influence the tactical health and readiness of HR operations:
 - > Health and Welfare Plans: ERISA, COBRA, ACA
 - > Qualified Retirement Plans: DB/DC, PBGC Filings, ERISA, previously terminated plans
 - > General Compliance: OSHA, AAP, EEO-1, FLSA, I-9, Workers Compensation
 - > Employee Relations: Employment Agreement, Employee Handbook, Key Employee Listing
 - > Compensation and Benefits: Wage/Hour, PTO, Variable Pay, Total Rewards, Employee Recognition
 - > Legal Risk Assessment: Wrongful Discharge, Progressive Discipline Administration, Harassment and Discrimination, Retaliation, Unemployment Insurance, Workers' Compensation
 - > HR Technology: HRIS, and the coordination with payroll, employee benefits and other reporting functions
 - > Training and Communication: effectiveness, efficiency and utilization
- > The development and publication of a clear, manageable harmonization roadmap.

Who We Are

Baker Tilly Vantagen is a visionary Human Resources firm - a business partner that balances people, technology and strategy to create a high-touch client experience. Baker Tilly Vantagen has been providing complete employee benefits administration and human resources consulting services to clients representing a variety of industries for over 18 years.

What We Do

- > Online Enrollment
- > Eligibility Management
- > Communications/Fulfillment
- > FSA/HRA/HSA/Commuter Benefits Administration
- > COBRA/Retiree/LOA Administration
- > Learning & Development
- > Compensation Analysis
- > Total Rewards Statements
- > Compliance (Federal and State)
- > Executive Search

Who We Serve

Baker Tilly Vantagen shares the service delivery experience with employers maintaining U.S. operations in all states, as well as Canada and Puerto Rico. The industries these employers represent are diverse.



Who To Contact



Kimberly Duffy-Wylam
President, Managing Partner
O: 570.319.3701
kim.wylam@bakertilly.com



Deanna Kempinski
Senior HR Consultant
C: 740.417.0690
Deanna.Kempinski@bakertilly.com