

# HR Consulting & Outsourcing Services



**Virtual Outsourcing Solutions (VOS)** provides human resources support to businesses located in southern California that do not have an HR Department. By partnering with various business owners, VOS helps them take the guesswork out of HR to minimize the risk of non-compliance with the Department of Labor (DOL) and various other governing agencies.

## Top 10 Reasons to Outsource HR?

1. "I didn't know!" does not hold up in court.
2. 250 new agents have been added to the DOL to assist with enforcement of labor law requirements.
3. California businesses have greater compliance requirements than most other states.
4. 1 out of 3 businesses will receive a sexual harassment complaint.
5. \$294.3 million was awarded by the EEOC in 2009 for discrimination and harassment in the workplace with increasing retaliation cases being filed.
6. Class action wage and hour lawsuits are on the rise in California.
7. Businesses with 15-100 employees have the largest risk for a lawsuit.
8. Expert HR Consultants are hired as independent contractors meaning no payroll fees, group benefits or insurance expenses.
9. Frees up resources allowing owners, supervisors and employees to focus on building the business and do what they do best.
10. Minimizing risk is our main goal, what is yours?

## SERVICES

- Compliance Review
- Employee Handbooks
- New Hire Packages
- New Hire Orientation
- Job Descriptions
- Performance Management
- Employee Relations
- Exit Interviews/Terminations
- Workplace Climate Surveys
- AB 1825 Harassment Training
- And More.....

*"We are a company that has experienced substantial growth this last year, going from 50 employees to 130 employees. We were using a well known payroll service, paying a large sum to have HR support, but getting frustrated at the lack of attention from our "dedicated" representative. Lori Marruffo, PHR from VOS was recommended to us and we haven't looked back. She has provided us with her vast knowledge in the HR field, finalized our new handbook, helped us navigate sensitive employee issues and worked with our staff to reduce liability. She is friendly, helpful, and competent. We are thrilled to have the chance to work with her."*

Heidi Robertson, President  
Tristone Cinema Group



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