



BEACHFLEISCHMAN



HUMAN RESOURCES CONSULTING



BEACHFLEISCHMAN

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Leadership... Integrity... Excellence...

Our credentialed human resources experts provide custom-made strategic solutions designed to improve your organization's bottom line. We partner with you to align HR operations with your prevailing business objectives. Our cost effective services help enhance productivity, increase retention, and improve employee morale.



BeachFleischman is Southern Arizona's largest accounting firm. Founded in 1990, the company specializes in management and profit enhancement services through strategic planning, auditing, tax preparation and planning, estate planning and administration, retirement planning and administration, as well as human resources and organizational consulting.

Depending upon your company goals, **Beach**Fleischman's HR professionals can assist you with one or all of the following services:

HR Compliance

- Employee Handbooks
- Personnel Forms
- HR Policies, Procedures, and Checklists
- Personnel Files and Recordkeeping Guidelines
- Federal and State Requirements

Recruiting

- Job Analysis and Design
- Job Descriptions
- Candidate Sourcing
- Behavioral Interviewing
- Employment Negotiations
- Employee Orientations and On-Boarding

Employee Retention

- Compensation and Benefits
- Reward Programs
- Wellness Programs
- Employee Performance Management

Training and Organizational Development

- Management
- Leadership
- Mentoring
- Coaching, Counseling, and Disciplinary Actions
- Succession Planning

Our experienced professionals provide the highest quality service and unmatched personal attention. At **Beach**Fleischman, we are committed to building relationships along with your business. Let us show you how.