

As the economy shifts gears from cost-containment to business-development, is your HR staff ready to mobilize?

It can be with THRD's HR Professional Staffing Services.

The Human Resource Department, Inc. (THRD), a leading Cleveland-based HR consulting, project management, and HR temporary staffing firm, offers a series of flexible temporary and long-term HR staffing options — and NEO Pro EliteSM, Northeast Ohio's most comprehensive HR database of mid-level HR professionals and senior-level HR executives — that allows your company to take maximum advantage of shifts in staffing dynamics.

According to an important new study¹, once the economy stabilizes (and many key indicators are now pointing in this direction!), a series of major changes are likely to significantly alter the HR landscape:

- In a dramatic reversal of recent trends toward retention, a stable economy will empower large numbers of employees — many possessing key networks, skills, and knowledge — to choose to retire or to switch jobs.
- The ratio of employees supported by HR has climbed steadily from 1:85 in 2006 to 1:97 in 2009. This trend suggests that HR departments are stretched dangerously thin and qualified HR personnel are in ever-greater demand.
- The new enterprise-wide question will become: "How do we start selling our way out of this hole?" The role that HR plays in the

ability of an organization to achieve its corporate objectives will become even more critical as companies shift focus from cost-containment to new business development.

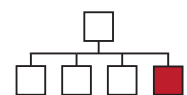
■ Many states and the federal Department of Labor have begun to conduct targeted audits aimed at finding employers who "misclassify" employees as independent contractors or exempt from overtime pay requirements.

To enable HR departments to facilitate their organizations' successes, THRD has created a series of customizable short- and long-term staffing options:

- THRD can source and place capable candidates from NEO Pro EliteSM, its comprehensive proprietary HR professional database that includes listings for all levels of candidates, organized by specific skill sets.
- THRD can also payroll temporary HR candidates for special assignments (i.e., to maintain headcount, etc.).
- Unlike other staffing services that specialize in HR placement, THRD placements are backed by a team of in-house HR consulting specialists, including an employment attorney, to advise the HR staff on assignment.

¹2010-2011 US Human Capital Effectiveness Report, Pricewaterhousecoopers/Saratoga

To learn how THRD staffing specialists can assist you with your HR professional staffing needs — or with any other specialized HR consulting and staffing issues (including outsourced general recruitment projects and third-party payrolling) — contact **THE HUMAN RESOURCE DEPARTMENT AT 216.292.6996** **INFO@THRD.COM** OR VIA OUR WEBSITE AT **WWW.THRD.COM**.



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