

HR Services

MP's SHRM-certified HR services team offers a full range of HR outsourcing and consulting services. Our HR experts help employers improve productivity, attract and retain top talent, ensure compliance, and reduce administrative burdens. We work closely with clients of all sizes and industries to develop customized HR solutions aligned with their specific business goals.



HR & Compliance Assessment

- HR audit scheduled within 48 hours of engagement
- In depth review of HR policies and processes to support the full employee life cycle from recruiting and onboarding to termination
- Policy audit for local, state, and federal labor law compliance
- HR action plan created for 60 and 180 days

Hiring & Onboarding

- Interviewing templates and compliance training
- Support for benefits enrollment strategy, planning, communications, and competitive analysis
- New hire onboarding checklist and state-specific kits

Employee Management

- Assistance with required documentation
- Live and remote employee and manager training
- Creation and maintenance of employee handbooks
- Job description analysis and creation
- Compensation analysis
- Wage and hour compliance guidance
- FLSA employee classification
- Proactive updates on labor law and regulation changes
- Leave of absence protocol (state & fed mandated), unpaid, leave management, medical leave, & FMLA)
- Comprehensive labor law posters
- Disciplinary and termination guidance

HCM Technology

Payroll Clients Only

- Employee self-service features
- Electronic personnel files and database
- Digital performance management and disciplinary tracking tools
- Tracking tools for certification and company assets
- Tools to facilitate more effective performance management and review
- Automation for EEO 1 and OSHA reporting
- Systematic procurement for acknowledgments of company documents and messages

Culture and Strategy

- Assessment of current employee engagement with surveys and analysis
- Customized strategies for boosting employee retention and improving corporate culture
- Support for change management, succession planning, and organizational development