



Chartered
Professional
Accountants

Human Resources

BECAUSE IT'S YOUR PEOPLE THAT COUNT

All successful organizations know that people are the building blocks to success. At RLB we can help you build effective strategies to recruit and retain the best and brightest. RLB's team of specialized human resources professionals can customize programs in a variety of professional services:

- Recruitment and selection
- Employee retention and engagement
- Training and development
- Health and safety
- Employee relations
- Performance management
- Policy development
- Legislative compliance

We are your HR support team. We can put the best practices and resources in place to help you find the right people to fill the unique roles in your organization, create strategies to retain valued employees and ensure legal compliance or policy development.



RECRUITMENT AND SELECTION

Recruiting the right person to add to your team is one of the most important things you can do for your company or organization. Our team can assist in all areas of recruitment and selection from creating and posting the job ad and reviewing the candidate pool, to short-listing and pre-screening applicants. We will arrange and conduct first interviews, testing, personality assessments and reference checks, and then recommend candidates for second interviews. Our specialists can also draft the offer of employment and conduct follow up calls on the candidate's performance. From recruiting to hiring we are there every step of the way.

RETENTION AND ENGAGEMENT

So you have the right team – how do you keep them happy and engaged? Team RLB is skilled at developing strategic plans to identify employee motivations, create incentive programs and set up retention programs. We've worked with companies to develop workplace culture and foster employee involvement through orientation programs, supporting ongoing education and employee

recognition programs. Our own successes with employee engagement have resulted in RLB being named one of the Best Small and Medium Employers in Canada.

TRAINING AND DEVELOPMENT

We offer standard and customized training for your employees. WHMIS, Health & Safety, environmental, supervisory, accessibility, Occupational Health and Safety Act, Violence and Harassment are all available training opportunities. We also customize training for specific needs identified for your company and develop training plans for each level of your organization.

HEALTH AND SAFETY

When your company needs specific comprehensive health and safety programs, team RLB can help with advice, guidance, training and accident prevention. We can help clarify regulations and compliance, meet legislative standards and develop a culture of health and safety.

PERFORMANCE MANAGEMENT

We can be there every step of the way from developing a method of performance management that meets your company strategy, providing the tools for recording performance, setting the policies and procedures to manage performance to coaching, mentoring and follow up.

POLICY AND COMPLIANCE

We know policy and compliance, such as Accessibility, Bill C-45 Compliance and Bill 168 – Violence and Harassment, and we also can develop personalized policies for your organization that conform to the latest legislation. We will then train and develop Employee Handbooks for your staff.

COMPENSATION AND BENEFITS

An important part of retention of good employees is developing a desirable compensation and benefits program. Team RLB can help you identify financial and non-financial compensation, administer salary surveys, develop wage bands and create compensation rewards programs to make sure your retirement, benefits and Employee Assistance Plans are competitive.

CONTACT

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RLB is the largest full service regional public accounting firm in Southwestern Ontario, proudly serving our community for more than 60 years. Providing auditing, accounting and tax services, RLB's professional services also include consulting, business valuation and management consulting services.

At RLB ... People Count.