



threology

# HR STRATEGY & ADVISORY

CPAFMA CONNECTIONS AT AICPA ENGAGE





## ABOUT US

At Threology, we believe the heart of every successful business lies in its people. Our mission is to empower organizations through strategic HR advisory and HR strategy services, all driven by our core values of people, passion, and purpose.

We specialize in crafting tailored HR solutions that align with your organization's goals, fostering a culture of growth, innovation, and excellence. Whether it's developing comprehensive HR strategies, providing expert advisory services, or enhancing your talent management processes, threology is your trusted partner in achieving success.

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# SERVICES

HR Compliance - policies, handbooks, and processes

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Job Descriptions

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Onboarding and Offboarding Workflows

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Employee Recognition Programs

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Compensation Analysis

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Benefits Review

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Performance Management Best Practices

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HR and Payroll Technology Review and Solutions

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HR and Office Manager Training

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Fractional HR Services

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Interim HR Services

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On-call Advisory

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# The Case for HR Expertise

Reduce risk  
Save time  
Focus on growth

## COMMON CHALLENGES



### Not Enough Time

Business owners wear many hats – from sales to accounting and marketing to customer service – they handle it all, leaving little time for anything else



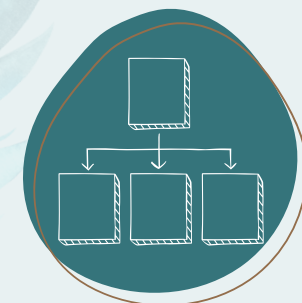
### Budget Constraints

Businesses have many obligations so adding to payroll to fill an HR role may not be feasible



### Lack of Knowledge

Business owners are super talented but it's difficult to stay up-to-date with employment law changes and compliance requirements



### Opportunity Cost

Managing HR issues costs business owners – as time is spent on HR issues, opportunities are pushed aside

## COMMON PITFALLS



Misclassification of Employees



Inadequate or Missing Compliance



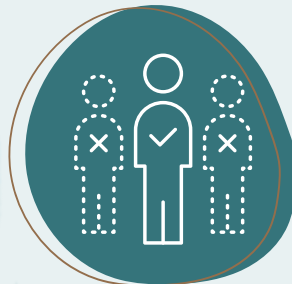
Outdated Policies and Procedures



Ineffective Onboarding and Offboarding



Lack of Documentation



Absence of Employee Development Opportunities

## HIDDEN COSTS OF HR GAPS



### COMPLIANCE PENALTIES

EEOC, DOL, NLRB – all acronyms you don't want to get a notice from.



### LEGAL LIABILITY

1 in 5 small businesses face employment-related litigation annually. Legal battles often result in high settlements or judgements.



### EMPLOYEE TURNOVER

Poor HR management can lead to higher employee turnover.

## OPPORTUNITY COST



Business owners can spend an average of 10-20 hours per week on HR related tasks



Shifting focus from managing HR to revenue generating activities benefit the organization



Leaders who delegate HR have more time to focus on strategic growth of the business

A photograph of three construction workers on a metal scaffold against a clear sky. Two workers in the foreground are wearing orange safety vests and white hard hats, looking down at something. A third worker in a teal shirt and white hard hat is visible below them. The background is a solid teal color with a faint palm tree silhouette.

# HR SOLUTIONS

A MULTITUDE OF HR SERVICES TO SUPPORT  
YOUR ORGANIZATION

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## OPPORTUNITY COST

Navigating workplace regulations can be complex. Our HR Compliance and Policy Development services help your business stay on track with clear, effective policies and procedures including employee handbook development. From startups to established companies and non-profits, we ensure your HR practices align with local, state, and federal regulations.

## RELATIONS, RETENTION, AND RECOGNITION

A positive employee experience is imperative to the overall success of your organization. From an employee's first day to their 20 year anniversary, creating an environment that encourages regular evaluations, employee recognition, and clear expectations will ultimately strengthen connections, accelerate learning, and boost job satisfaction, retention, and productivity.

A close-up photograph of a calendar grid. The grid is partially visible, showing dates like 2, 3, 9, 16, 22, and 29. The word 'PAYDAY!' is written in red ink and circled with a red line. The background of the entire image is a dark teal color with a faint, stylized leaf pattern.

## COMPENSATION AND BENEFITS REVIEW

Compensation and benefits play a crucial role in employee satisfaction, morale, and retention rates. Our consultants provide a comprehensive compensation and benefits analysis of the total compensation package your organization offers including wages, health and wellness offerings, retirement programs, rewards, and recognition. Our team will make recommendations based on best practices and modern-day approaches to this crucial element.

## HR & PAYROLL TECHNOLOGY SOLUTIONS

Leveraging the right technology is crucial to your operation. Creating efficiencies and eliminating manual, outdated HR procedures will free up time and reduce errors. Our team analyzes current processes, makes recommendations, and implements modern HR and payroll technology for your business. Whether you are looking to optimize efficiency, improve effectiveness, or enhance the employee experience, we have the expertise to support your initiatives.

# BENEFITS OF OUTSOURCED HR

EXPERTISE AT THE READY



## Compliance Assurance

Stay compliant with labor laws



## Risk Mitigation

Proactive management of employee relations



## Employee Engagement Support

Access to HR experts and employee engagement programs



## Cost Savings

Expert help at a fraction of the cost of an internal HR manager



## Strategic Focus

Owners regain time to focus on the business

# THE “WHY” BEHIND OUTSOURCED HR

EXPERTISE AT THE READY



## Cost Efficiency

No additional payroll or benefits obligations laws



## Access to Expertise

High level of expertise at a fraction of the cost



## Improved Compliance and Risk Management

Full-time HR professionals stay up-to-date on regulations and compliance



## Increased Focus on Core Business

Free up executive time to focus on strategy and growth

# THREOLOGY'S CO-FOUNDERS



**AMY BOSTON**

Amy is a seasoned HR professional with more than 20 years of experience spanning various industries such as professional services, public accounting, non-profits, manufacturing, and the service industry. With credentials including the SHRM-CP and PAFM, Amy has successfully built HR departments and implemented cutting-edge technology solutions for multiple organizations.

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**CECILIA KOHN**

With extensive experience in human resources, office management, supervision, administration, and service quality across diverse environments, Cecilia brings a dependable and ethical approach to every client engagement. She blends advanced organizational, technical, and business acumen to deliver impactful solutions. Collaborating effectively with cross-functional teams, Cecilia is committed to driving operational and service excellence in every project.

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