



NEWS RELEASE

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HR Experts On Demand Helps 50 Organizations

Fifty small business and nonprofit organizations in the Upstate have benefited from receiving human resource expertise through HR Experts On Demand, a Greenville-based firm which recently celebrated its fifth anniversary in business. Services provided to these organizations by HR Experts on Demand, which was founded by Jill M. Vales as a division of JMV Management Services, include human capital strategy, legal compliance, employee relations, recruiting, performance management, compensation management, and HR Director On Call.

“It’s been a fulfilling experience to be able to provide these critical services to businesses and nonprofits that just don’t have the capability or budgets to handle them in-house,” Vales says. “Small business and nonprofit organizations want to ensure that they are complying with all the new rules and regulations coming out of Washington, while at the same time implementing best practices to attract, motivate and retain the most productive employees – all while being budget conscious. This is where HR Experts On Demand has been able to work with the organizations and provide the services they need to help them achieve their desired results. Some services we provide are on a part-time HR Director basis and others on a consulting basis.”

Vales uses as an example one client, the BI-LO Center, which after many years of sub-contracting all services to arena management companies, made the decision to in-source its facilities, client services and management functions with direct staff. A complete personnel structure had to be created to enable the hiring of more than 35 direct arena employees within a few months. HR Experts On Demand assisted on a consulting basis by developing job descriptions, researching and analyzing

employee benefit plans, creating policies and procedures included in a comprehensive employee handbook, conducting industry and regional compensation surveys, developing position levels and pay range recommendations, and designing a management incentive compensation plan. The arena continues to use the firm's HR Director On Call service.

“We needed human resource and business advice both on a tactical and strategic level,” says Steve Shafer, BI-LO Center board member and chair of its HR committee. “HR Experts On Demand's team provided this for us. It was especially beneficial in that Jill herself participated and advised senior leadership and staff members, often engaging us in executive session discussions so we could find the best solutions together. We found her experience in both the private and public HR and finance fields to be of incredible value to the board of directors and the organization.”

Vales says that having come from a diverse 30-year background in business, she recognized the complexities of the human resources field and the necessity to have HR experts provide and stay abreast of ever-changing requirements and issues. This spurred on her passion to begin her business to help small business owners and nonprofits in the Upstate.

“The HR field can be extremely complex,” Vales says. “And when you're a small business owner, you have so many other strategic and operational issues to contend with, that HR issues can almost become overwhelming. Recognizing this, I wanted to create a business that could help small business owners and nonprofits in the HR arena so they could continue to focus on other critical business issues, like growing their company and its resources.”

Vales' strategy has paid off. Typically serving organizations with 15 to 50 employees, HR Experts On Demand has grown substantially in the past five years, adding additional HR professionals to support the firm's growing clientele. All of the firm's HR Consultants have at least 10 years of experience, a master's degree and/or national certification, in addition to a bachelor's degree.

In addition, Vales' firm also has actively supported the community throughout the years. Currently, HR Experts On Demand is hosting an intern from Pakistan through the international exchange student program sponsored by the US State Department and administered by Greenville Technical College.

To learn more about HR Experts on Demand, visit www.HRExpertsOnDemand.com

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