



# HR SOLUTIONS FOR RESTAURANT & RETAIL INDUSTRIES

GenusHR provides a customized Human Resource Outsourcing Solution for both the Restaurants and Retail Industries. Our comprehensive Web Based HRSM, Human Resource Management, Payroll, Benefits Administration and Recruiting services will enable business owners to reduce labor costs and upgrade existing HR protocols. By introducing our HR expertise and technology to these industries, government compliance is elevated across the board thus mitigating possible fines and penalties.

## HR RISKS IN RESTAURANTS AND RETAIL

The Restaurant and Retail Industries deal with some of the greater risks in business today. The risks of employee liability are more prevalent in these two industries than in most others. Even in a strong economy, unemployment claims run rampant since many individuals consider the available positions as bridge employment to another career.

Another employee liability is the increasing amount of work related incidents especially in the restaurant industry. Several incidents per business are recorded every year creating an enormous amount of paperwork and workers compensation claim follow up that can go on for years. Also the store manager must establish clear time and attendance reporting procedures. A company can face a huge backlash from the DOL or IRS if overtime and tip credits are not properly calculated.

## HR SOLUTIONS

GenusHR has created several Human Resource, Benefit and Payroll solutions that will address and mitigate some of the industry liabilities mentioned above.

### FLEXIBLE PAYROLL ARCHITECTURE

GenusHR Has created a Payroll Architecture that will compliantly calculate overtime, tip credit allowances, and retail commission based wages. Our payroll processing mechanisms will keep both the DOL & IRS from making you their target.



## EMPLOYEE TRAINING

Our HRO solutions include employee new hire training, which can be online via PowerPoint, training manuals or video presentations. GenusHR can also design custom employee position procedures manuals and develop detailed job descriptions

## SAFETY AND RISK MANUALS AND PROCEDURES

GenusHR can design Worksite Safety Programs and Policy Manuals. We can establish new hire and recurring safety training as well as establish a post accident drug testing program. GenusHR will also coordinate all workers compensation claims administration.

## WEB BASED HRMS – ONLINE HR TOOLS

GenusHR helps restaurant and retail organizations to properly manage facility locations in multiple locations and states. Our coordinated HR Management System (HRMS) provides business owners with a comprehensive view of the HR costs per each location, thus providing a clear picture of each facility's profitability.

## RECRUITING

Our *Web Applicant Tracking Tools (WATTS)*™, makes building a restaurant or retail chain easier than ever. New applicants enroll online and are guided through a custom designed orientation, training and certification workflow process. GenusHR has expedited the hiring without make any compliance concessions.

## CERTIFIED HR SPECIALIST

GenusHR assigns a dedicated and diligent certified HR Specialist to every client. They will work closely to manage and mitigate your organizations risks by keeping Employee Handbooks current, disputing fraudulent unemployment claims, and advising your store managers on daily HR compliance issues that prevent them from making rash and emotional decisions.

START YOUR HR OUTSOURCING SOLUTION TODAY BY CALLING US AT 866.910.8599.

