



*Servicing small to
midsize companies*

COVID-19 GUIDANCE

Development of COVID-19
specific HR policies.

Advice on addressing
COVID-19 related
employee issues.

Recommendations on
remote workforce
management and flexible
work scheduling.

OSHA Compliance



*CONTACT US FOR A NO COST
INITIAL CONSULTATION*

*Wayne, New Jersey
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MARZZANO
Human Resources Consulting

ABOUT MARZANO HR CONSULTING



Gordon Marzano,
principal consultant,
has over 25 years of
HR experience.

**We don't charge outrageous
prices for our services**

**A local business, we
understand the challenges
of operating in New Jersey**

**Proud to provide a personal
approach the competition
knows it can't match**

WHY USE AN HR CONSULTANT?

It costs \$15,000 to replace an
employee earning \$45,000

HR consultants are often an
affordable option to the \$250/hr
fee charged by attorneys

Only 25% of small businesses are
confident they are in compliance
with employment laws

74% of small businesses don't
have an employee handbook,
exposing them to legal risk

10-20% of businesses
misclassify workers as 1099s

A fully engaged workforce is
21% more productive and
has 41% less absenteeism

Despite the legal risk, only 23%
of small businesses provide
employment discrimination or
sexual harassment training

SERVICES

- New Jersey state and federal wage & hour and EEO compliance reviews
- Background checks
- Employee handbooks
- Training, including preventing sexual harassment, avoiding employment discrimination, and union avoidance.
- Employee engagement methodologies
- ADA, EEO and OSHA compliant job descriptions

Retainer, project and hourly
pricing available

REFER TO OUR WEBSITE FOR
ALL SERVICE OFFERINGS

www.marzanohrconsulting.com

