



*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.

CDC/OSHA Compliance



*CONTACT US FOR A NO COST  
INITIAL CONSULTATION*

*Wayne, New Jersey  
[www.marzanohrconsulting.com](http://www.marzanohrconsulting.com)  
(973) 513-9916  
[gordon@marzanohrconsulting.com](mailto:gordon@marzanohrconsulting.com)*



**MARZZANO**  
Human Resources Consulting

## ABOUT MARZANO HR CONSULTING



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

**We try hard to work within  
the budget of our clients**

**We understand the  
challenges facing small and  
midsize businesses**

**Proud to provide a hands-on  
approach which is hard to find**

## WHY USE AN HR CONSULTANT?

It costs over \$30,000 to replace  
an employee earning \$60,000

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75% of small businesses don't  
have an employee handbook,  
exposing them to legal risk

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

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30% of businesses  
misclassify workers as  
independent contractors (1099s)

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

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

## SERVICES

- Federal and New Jersey state wage & hour and EEO compliance reviews
- Background checks
- Employee handbooks
- Workforce training
- Employee engagement methodologies
- Hiring and onboarding guidance

Retainer, project and hourly  
pricing available

REFER TO OUR WEBSITE FOR  
ALL SERVICE OFFERINGS

[www.marzanohrconsulting.com](http://www.marzanohrconsulting.com)

