



Human Resource Consulting Services for TCUL Members

TCUL has established a professional relationship with SESCO Management Consultants to provide human resource or employment consulting and legal resources to their valued members at discounted rates.

Become a Preferred Client		
	Silver	Gold
Unlimited telephone, email and research assistance	✓	✓
Review and analysis of employee handbooks and policies	✓	✓
The SESCO Report, SESCO's monthly newsletter	✓	✓
Federal and state employment posters	✓	✓
SESCO's Week in Review emails	✓	✓
Reduced fees for requested project work	✓	✓
One onsite Human Resource Audit with report per year		✓
Harassment training provided to managers as required by law		✓
Industry Specific Human Resource Guide		✓
One low monthly fee	As low as \$40	As low as \$125



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Founded in 1945, SESCO's client base includes employers in all industries. We are very proud of our complete "toolbox" of consulting services which has been developed based on practical, hands-on experience.

Please FAX this form to: (423) 764-5869

Attention: Bill Ford

Yes, I would like to find out more about SESCO's services.

Name _____

Title _____

Organization _____

Address _____

City/State _____ Zip/Postal Code _____

Phone _____ Fax _____

E-mail _____ Website _____

• **Leadership Development**

- SESCO Leadership Series
- Vital Learning Training
- Vital Online/E-Learning
- Audio Seminars
- Customized Training Development
- Train the Trainer
- EEO

• **Human Resource Management Systems**

- Customized Employee Handbooks
- Compensation Systems
- Performance Management/Appraisal
- Career Pathing/Succession Planning
- Criteria-based Job Descriptions

• **Workplace Culture**

- Culture Assessments/Identification
- Satisfaction Surveys/Benchmarking
- Transition Plans
- Diversity Awareness Training
- Change Management

• **Forms and Publications**

- Personnel Forms
- Employment Kits
- Federal and State Posters
- "Human Resources Guide for the Industry"
- Compliance Manuals

• **Employment Law Compliance**

- Compliance Assessments
- Representation Before Department of Labor and EEOC
- Required Training (Sex Harassment)
- Wage-Hour Investigations
- Affirmative Action Programs

• **Recruitment and Retention**

- Turnover Analysis
- Screening and Hiring Systems/Training
- Industry Specific Applicant Assessment Tools
- Employee Satisfaction Surveys (On/Offsite)
- Retention Strategies

• **Organizational Development**

- Team Development
- Individual Assessment/Coaching
- Management Assessment/Appraisal
- Benchmarking
- Family Business

• **Service Agreement**

- Telephone/E-mail Hotline/Research
- HR Compliance Assessments/Consulting Onsite

• **Labor Relations**

- Union Vulnerability Assessments
- Union Campaigns (96% Win Ratio)
- Labor Contract Negotiations
- Prevention/Management Training