



## Exclusive Human Resource Consulting Services for Chicago Automobile Trade Association Members

The CATA is pleased to announce a new partnership with SESCO Management Consultants. Since 1945, SESCO has been providing professional human resource consulting services to clients throughout the country, with a rich history in the automotive industry and labor relations. SESCO's professional staff, field consultants and in house employment attorneys are dedicated to providing CATA members with timely, practical human resource consulting services and information dealers need to effectively compete in today's marketplace.

CATA members receive the following services through SESCO's Certified consulting and legal staff:

- **Telephone, E-mail and Research Assistance** – A hotline is provided to discuss initial HR/Employment Law questions and needs. Contact SESCO by 1-800-764-4127; [sesco@sescomgt.com](mailto:sesco@sescomgt.com) or via your Consultant of Record, Ms. Jamie M. Hasty, Vice President, [jamie@sescomgt.com](mailto:jamie@sescomgt.com) or 804-931-6281

Discuss terminations and disciplinary matters, collective bargaining agreements, Federal and State employment regulations, difficult people matters and all other HR Systems and Practices. The hotline is designed to assist management with their initial needs; further support or representation may warrant quoted fee/billable project which will be discussed with the member for consideration and approval.

- **SESCO Communications** – You will receive SESCO's newsletter, *The SESCO Report*, SESCO's weekly updates and other Alerts and White Papers on Human Resource and Employment Law matters.
- **Attorney Analysis and Review of Your Personnel Policies, Work Rules and Employee Handbooks** –Email your current Employee Handbook for a thorough review and analysis for a nominal review fee of \$350.00 billed to the member. SESCO attorneys will then provide a thorough follow-up report with staff recommendations. Should revisions need to be made and you request SESCO to do so, the \$350.00 fee will be credited back to your approved quoted fee.
- **Optional Virtual Human Resource Assessment for Wage and Hour Compliance** - An optional assessment for members will be conducted for compliance of all federal and state Wage and Hour regulations as well as all client employment forms. SESCO will provide the member with a complete report of findings and recommendations. Members will be billed a flat fee of \$1,000.00, not to exceed three (3) hours of audit/report, for this service if requested.
- **Reduced Project Fees** – You will receive reduced fees (15%) on project work or labor representation. The following is a sample listing of SESCO services that are available on a per diem or quoted fee basis for CATA members:

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| - Applicant Screening -- Workplace Reference Checks/Background Checks | - Handbook Revisions/Development               |
| - EEOC Investigations/Representation                                  | - Job Descriptions/Job Evaluation              |
| - Employee Satisfaction Surveys                                       | - Management Development Training              |
| - Compensation Systems  | - Harassment Awareness Training/Investigations |
| - Employee Coaching/Counseling  | - Executive Recruitment                        |
| - Employee Discipline Programs  | - Team Development/Conflict Resolution         |
| - FMLA (Family and Medical Leave Act) Compliance Services             | - Union Vulnerability Audits                   |
| - Federal Wage-Hour Investigations/Representation                     | - Union Campaigns and Contract Negotiations    |
|   | - Union Grievances – Step 1 and Step 2         |
|   | - Wage-Benefit Surveys                         |