



# Managed Human Resources for Deltek Software

Streamline HR and Talent Management without an internal team. Gain the confidence of a full-scale HR department with specialized consulting tailored for small and mid-sized businesses.

Our experts deliver strategic, compliant solutions tailored to resolve your daily HR and talent challenges while driving long-term organizational success. Whether you're dealing with workforce management, regulatory compliance, or improving talent acquisition processes, our seasoned consultants integrate seamlessly into your business operations, bringing actionable insights and measurable value from day one.

## Why choose our HR & Talent Consulting?

- End-to-End Support: From onboarding to offboarding, we cover the full employee lifecycle.
- Expert Compliance Guidance: Stay current with evolving legal requirements, audits, and reporting.
- Streamlined Hiring and Onboarding: Implement best practices in recruitment and seamless new-hire transitions.
- Retention Strategies: Boost employee satisfaction with data-driven performance management and development tracks.
- Custom Policies & Processes: Design and refine procedures tailored to your business and workforce.

## PCI's HR Services Include:

### Full Employee Lifecycle Management

- Recruitment, onboarding, and offboarding
- Retention strategies and learning programs
- Employee data and transition plans

### Benefits and Compensation

- Comprehensive benefits review and management
- Open enrollment administration
- Compensation planning and benchmarking

### Compliance and Reporting

- ACA, OSHA, and 401K reporting
- State-specific filings, audits, and diversity reports (EEO-1, VETS-4212, OFCCP)
- Up-to-date guidance on HR laws and best practices

### Talent Acquisition Support

- Role definition and job posting creation
- Interview planning and process optimization
- Offer compliance and onboarding support

### Process Optimization & Change Management

- Policy development and handbook creation
- Monthly HR updates, legal alerts, and process reviews
- HRIS setup and multi-state support

### Day-to-Day HR Operations

- Administrative and recurring HR tasks
- Workforce communications (town halls, newsletters, training)
- HR material and content creation