



# STRATEGIC HUMAN RESOURCES & EMPLOYMENT LAW

## OUR MISSION

Maximize each client's workplace potential with a commitment to kindness, true partnership and exceptional service.

## OUR VISION

To be thought leaders and trusted advisors on all facets of HR and employment law for organizations across Wisconsin and beyond.  
To be forces for good and courageous community partners.

## OUR VALUES

Kindness & Respect  
Balance  
Integrity & Authenticity

Lifelong Learning & Adaptability  
Common Sense  
Friendship, Fun & Laughter

# YOUR PARTNER AT EVERY STAGE OF THE EMPLOYMENT CYCLE



## Creating a Dynamic Work Environment

Benefits Selection & Administration  
Compensation and Perks  
Employee Handbooks, Policies & Process Development  
Foster and Support your Culture and Strategic Goals

## Engaging the Right People for the Organization

Job Descriptions & Postings  
Recruiting, Onboarding & Background Checks  
Employee Agreements (non-competition, non-solicitation, non-disclosure)  
Form I-9 Administration

## Maximizing the Workplace Potential

Training & Professional Development  
FLSA Wage & Hour Issues  
Performance & Behavior Management  
Employee and Executive Coaching  
Workplace Investigations  
Payroll Administration and Compliance  
Employee Leave Management (FMLA, ADA, WC)

## Managing Organizational & Employee Transitions

Layoffs & Reductions in Force  
Workplace Violence & Mental Health Management  
Separation and Settlement Agreements  
Employee Off-boarding and Exit Interviews  
COBRA Administration  
Defense in Administrative Agencies or Court

Our mission is to maximize each client's workplace potential with a commitment to kindness, true partnership and exceptional service.



Lake Effect HR & Law, LLC  
10 E. Doty Street, #701  
Madison, WI 53703

888-333-5253 (LAKE)  
info@le-hrlaw.com