

# Your Partner for Success



## What we don't do.

We don't have a product or set program to market or need to deliver. Our work is customized for each organization.

We don't leave you hanging. Our goal is to not only provide a quality program but to ensure your internal resources are tasked with its oversight, implementation and maintenance along with understanding how and why it works and how to help it evolve.

We don't move at a snail's pace. Because we are a small firm, we are responsive, flexible and agile. We can move as fast as your needs change.

We don't kiss and tell. All information is considered confidential and will not be divulged to anyone outside of named internal contacts without specific permission.

We don't hit and run. We view every engagement as a long-term relationship. We're here for answers or as a sounding board long after the initial project is completed.

## What we do.

Effective Resources Inc. provides a variety of human resource and management services that are tailored for the success of your business and your employees.

- Salary and Benefits Surveys
- Compensation
- Affirmative Action Plans
- Performance Management
- Employee Satisfaction Surveys



*"We have worked with Effective Resources on various projects over the years. We have found them to be very knowledgeable, quick to respond, and most helpful in achieving our objectives. Whether it's compensation or Affirmative Action compliance, it's nice to have such a great resource as close as the phone."*

## You might recognize some of our clients.

- AAA Auto Club South
- American Tire Distributors
- Bausch & Lomb
- Black & Decker
- ConMed Linvatec
- Exactech
- FleetPride
- The Florida Aquarium
- Lazydays RV SuperCenter
- McGladrey
- Melitta USA
- New York Life
- Oak Ridge National Laboratory
- SYKES Enterprises

Please visit our website for more clients and testimonials.

# What we bring to the table.

## The mucky mucks.

Barry L. Brown, SPHR CCP

Barry's experience in Human Resources began in 1968 and he has enjoyed a progressive, broad-based career. Experienced in a variety of industries, he brings a wealth of best practices to any project. As an innovative consultant, his approach is simple, yet powerful. His clients range from the very small (15 employees) to the very large (global employees base of thousands) with the common denominator being people and payroll. He is a graduate of the University of Tennessee majoring in economics and finance which lends itself well when understanding the business of business and the complexities involved in the delicate balance of need and limited resources.

Angela Rao-Brown SPHR

Angela has over twenty years Human Resources experience and focuses on project management, Affirmative Action Plans (AAP's) and office administration for the company. She routinely manages multiple salary surveys while consulting on several AAP's. Clients enjoy her friendly personality and appreciate her prompt, professional guidance through the myriad of questions associated with a given project.

Depending on the scope and complexity of the project, additional resources may be tasked for specific work. Effective Resources has a pool of skilled compensation, human resources, programming and administrative personnel.

## The bottom line.

We are a small company with over 50 years combined HR experience and over 20 years combined consulting experience. We are seasoned professionals with degrees and professional certifications.

We treat every project as if it were our only project and realize that our reputation is only as good as our last engagement. We gladly accept that fact and deliver a quality product with speed, efficiency, and cost effectiveness that larger firms can't match.



Barry is a national speaker, too! Barry uses his practitioners' experience combined with a consultant's creativity and a business owner's perspective to educate and engage his audiences.

**“WE ARE PROUD TO BE  
CELEBRATING OVER 20  
YEARS IN BUSINESS.”**



**Barry L. Brown**  
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