

**Recognize your greatest investment.**

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**Your Employees.**



 **carciba**  
business services

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**Our people take care of your people.**



## salaries

**Structure compensation properly by position.**

Adapt benchmarks to your specific market.

**People are the key to your financial future.**

**They're probably one of your main distractions as well.**

What do you see when you glance in the offices around your company? 80% of your operating budget. Yes, employees are the most vital part of your business, but also the most costly. And you should realize a return on that human capital. As you add and move employees, are you ready for the human resource issues heading your way?

### Do you see your needs?

- Human Resource issues eating up time and money
- 20+ employees and growing
- Lack Human Resource education and training



### What Carciba can do for you.

- Compensation
- Policies
- Handbooks
- Recruiting
- Benefits
- Compliance
- Training
- Strategy
- Succession Planning
- Job Descriptions

## recruiting

**Save with hourly, customized recruiting.**

Don't pay a percentage of the first year's salary.

**Carciba is ready to help.**

## Move Beyond Hiring and Firing

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Your company is big enough to have human resource issues, but not necessarily big enough to hire a full-time exec. Still, you desire a complete HR program. Carciba Business Services is the perfect outsourcing choice. We serve as your HR department, and you obtain full-time expertise and availability on a contract basis.

**Low Relative Cost**

Using our services as needed, yet receiving a unique solution for your company, costs you a fraction of what you would spend to accomplish the same goals in-house. Carciba covers all of the basics and reaches deeper with special services like strategy, organizational development, and training.

**High Return**

Only when your people goals are aligned with your business goals can you truly succeed. Your management team is free to run, and employees are focused on core activities. A customized plan and schedule may be just what you need to organize your Infrastructure before you grow any larger.

When you implement solid, well-developed HR practices, the ROI is sizable! The money you pour into your employees actually becomes an investment rather than an expense. Don't you want to gain the greatest possible return? Ask us for an example that parallels your own business.

## About Carciba

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Carciba professionals are well versed in setting and implementing HR strategy. We have filled a wide variety of corporate roles, from Fortune 100 management, to organizational development for a Fortune 500 firm, to wearing all the hats in a small business. We put our hard-earned knowledge to work for your company.



### liability

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**Avoid cash-draining,  
strength-sapping lawsuits.**

Put proper policies and  
procedures in place.



### employee relations

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**Mitigate workplace  
confrontation.**

Redirect issues  
before they explode.

**Carciba offers every resource you need to develop and manage your entire HR department.**

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Our senior partners work hands-on as they lead teams that leverage decades of human resource experience on your behalf. With the eyes of former executives and insight gained from working in a wide range of industries, our experts help you choose the mix of services that fit your needs.

From outsourcing to full-time placement, our previous success forms a solid foundation for creating a robust HR department to strengthen your growing business. All Carciba staff members also hold related professional certifications.

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**Barry Boyles**

Barry Boyles, Carciba's president, is recognized nationally as a leader in human resources and, more specifically, outsourcing of the HR function. He tackles this issue from his seat on an industry panel established by the Society of Human Resource Management (SHRM), the world's largest HR association. Mr. Boyles also serves as a trusted HR resource for news outlets such as *The Atlanta Journal-Constitution*. He has a Bachelors of Arts in Psychology from Hanover College and a Masters of Science in Industrial/Organizational Psychology from Mississippi State University where he specialized in Human Resource Management and Business Management.

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P.O. Box 2556 Suwanee, GA 30024  
678.455.9148 [www.carciba.com](http://www.carciba.com)