



# SUMMIT

HUMAN RESOURCES

**Guidance, Resources, & Solutions**



# About Us

Summit Human Resources Consultants is a strategic consulting organization focused on providing the guidance, resources, and solutions that organizations need to navigate today's complex employment environment. The average business spends around two-thirds of its annual budget on compensation expenses, making it one of the most crucial areas to manage and maximize. Even a small mistake in hiring or managing the performance of personnel can be difficult for an organization to overcome. In addition, the complexity of federal and state employment laws makes it even more challenging for managers and supervisors to know how they can manage their team.

The consulting team at Summit Human Resources Consultants understands the challenges and struggles that employers face today. Each consultant has first-hand experience dealing many of the same hurdles that our clients face today. Furthermore, our team understands the need to not only limit the organization's exposure to liability from noncompliance, but also the necessity of doing so while still getting the best possible return on the investment that is made in the organization's employees.

Experience is the best teacher, and Summit is proud to offer our clients access to the many years of experience of our consulting team. Every organization needs the right team in place to realize its potential, but building and managing that team can be a daunting task. We would love to put our experience to work for you and help you put the strategies and processes in place to allow your organization to reach its full potential.

# SOLUTIONS

Managing employees is often a difficult and time intensive aspect of running your business. An effective Human Resources program will not only ensure that your company meets employment regulations but also will help you hire and retain productive employees. Your Human Resources plan needs to support your company's overall vision and not consume time needed for business operations

## Team Building

Finding, training, and keeping effective employees can be an expensive and time consuming process. We can help with each step in the employment process so that you can attract and keep great team members. Summit can help support your organization's team building plans with strategies for:

**Staffing Management • Hiring Processes • Employee Retention**

## Performance Management

The biggest investment that most organizations make is in their employees. For most companies, compensation expense makes up around two-thirds of their entire budget. Businesses today cannot afford not to get a strong return for that investment. Summit can help you prepare your employees to be productive with strategies for:

**Job Training • Resource Management • Improvement Programs**

## Human Resources Compliance

The ever-increasing number employment laws and payroll regulations can pose a formidable challenge as you seek to maintain and grow your workforce. We can help you avoid costly penalties, fines, and lawsuits while providing a consistent approach to employee concerns. Summit can help your company stay compliant and effective with strategies for:

**Time and Labor Management • Policy Compliance • Incident Response**

# Human Resources Consulting

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## Organizational Development

Before an organization can realize its potential, the right pieces need to be in place. Those pieces start from the top and move down, from strategies to select and develop the right leaders to processes for businesses acquisition and reorganization. It also requires the right plans for ensuring that the organization is structured to deliver resources where they are needed most. Summit can assist your organization with strategies for:

- Leadership Development
- Mergers and Acquisitions
- Resource Management

## Organizational Health

Organizational health is often overlooked but is one of the most universal concerns that any business or nonprofit can have. A healthy organization can effectively gather, communicate and analyze information and best utilize the resources to which it has access. Summit can assist in the development of organizational health with strategies for:

- Organizational Communication
- Decision Making
- Information Management



## Recruitment and Retention

Finding and keeping the right employees

## Payroll

Payroll processing, tax deposits, and form filing

## Time and Labor Management

Gathering and utilizing data for planning and compliance

## Policies and Procedures

Writing compliance and understandable policies

## Handbooks

Developing and updating employee manuals

## Supervisor Training

Programs for ensuring employee compliance

# Consultants



**Dick Brabham** - Managing Director - MBA, SPHR, SHRM-SCP

Dick Brabham has over 35 years professional HR leadership experience in industry, plus several years consulting experience. Dick brings an extensive background in HR strategy and execution, including job selections, recruitment and retention, staff development, mediation, conflict resolution, compensation, HR information systems, HR policy development and legal compliance. During his career he has demonstrated success in negotiating win-win solutions, assessing and developing key talent, and developing corporate policies, organization design, and advanced workflows.

Dick's passion is to help clients align their employment practices with business strategy to achieve extraordinary results. This alignment includes optimizing the Employee Value Proposition, a key component in recruitment and retention of top talent. He utilizes performance consulting methods to help clients identify the real issue, so that the right solution can be developed and implemented.



## **Eric Fields** - CPA, SPHR, SHRM-SCP

Eric brings many years of experience working with businesses and nonprofit organizations to Summit. After beginning his career in risk management, Eric became a Certified Public Accountant in 2005 and founded The Summit Companies. In 2008, Eric joined the faculty and Society of Certified Insurance Counselors and has lectured to thousands of insurance professionals on Human Resources and agency management topics. With many years of experience both in accounting and HR compliance, Eric focuses on assisting organizations with designing and implementing compensation and compliance strategies that align with their long-term goals.

## **Curt Henry** - MSBA

Curt is a seasoned business executive with seven years general management experience and over 20 years in domestic and international marketing and sales. In 2000, Curt was chosen to lead the turnaround of a local manufacturing company with struggling product lines. Over the next six years, Curt and his team increased revenues from \$9.3 to \$16.2 million, improved both profit margins and cashflow significantly, and increased both productivity and product quality. Curt's leadership resulted in improved employee morale and a significant reduction in personnel turnover.

## **Scott McPhail** - MBA, PHR

Scott comes to The Summit Companies after a long career in the restaurant and hospitality industry, where he served in various operational and supervisory management positions. His leadership and skills propelled his unit to a company "Restaurant of the Year" designation along with "General Manager of the Year" in 2009. After receiving his B.S. in Business Administration from Kaplan University, he obtained a MBA from King College with a dual concentration in Human Resources Management and Finance. He obtained his Professional in Human Resources designation (PHR) in 2014, and recently acquired certification in Training for Intervention Procedures (TIPS), a state-mandated course in responsible alcohol service for restaurant staff.

## **John Sanslow**

John came to Summit with over 30 years of experience in sales, marketing, management and business development with 27 of those being in various sales and management positions with an international Fortune 100 company. Prior to assuming his current position with Summit, John was Area Vice President for a telecommunications infrastructure company where he managed all business development and marketing activities within the Southeast region. John has extensive experience in recruiting and helps organizations fill a variety of positions, including executives, sales and marketing, and government contractors requiring security clearance. His recruiting work also spanned many industries, including manufacturing, construction, death care, nonprofits, and engineering. John has a B.A. in Education from Berea College, Berea, KY, and has done additional graduate work at the University of Virginia.

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