

# SPRINGFIELD BUSINESS JOURNAL

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SERVING SOUTHWEST MISSOURI

## A Conversation With...

### Lynette Weatherford

Owner, Human Resource  
Advantage LLC

#### *Tell us about your company.*

After working in human resources for 14 years, I opened my own business a year ago. Basically, I meet with clients, people who handle human resources issues, and assess their needs in relation to human resources – personnel documentation, employee relations, human resource forms, policy and procedure manuals, job descriptions, management and employee training. I assess what they currently have in place (and) what they need to have in place in order to be compliant.

After the assessment is complete, we sit down and establish a plan. I either create or revise their policy manuals in order to be compliant with the various employment laws.

I have a master's degree in human resources, and I am a Professional in Human Resources – certified through the Society for Human Resource Management.

I've worked for different sizes of organizations in different industries, including health care and architecture ... with companies of 3,000-plus employees down to 25 employees.

#### *What types of companies are your clients, and what is your service area?*

Normally, they're going to be small to mid-size companies that have 100 or fewer employees, that may have a person in place performing the HR function, but they're wearing many hats.

These employers are usually pretty grateful to have somebody who can come in and offer these services, so they don't have to risk lawsuits and disgruntled employees. Treating employees fairly is the name of the game.



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I serve Springfield and southwest Missouri, and Kansas City. It's hard to say how many clients I have. I have some who keep me on retainer, just in case they have a situation, but the roster changes often, depending on what the clients' needs are.

#### *What are some of the most common human resources issues you help companies handle?*

Normally, they don't have the appropriate job descriptions or just a basic procedure manual. They're not certain what belongs in a personnel file, or how to respond appropriately to an Equal Employment Opportunity Commission claim or an unemployment claim.

I also provide training, and it can be one-on-one, small groups of 10 or so, or companywide seminars on topics that include workplace harassment and violence in the workplace.

#### *Why are those things important to employers?*

It can be very costly if you have somebody in place who is responding to EEOC claims, and they don't have any experience or just a basic form letter. A lot of times, they don't even protest, when they could have easily won. I can provide them with guidance on how to appropriately respond.

#### *Are you seeing many issues among your clients in regard to the hiring of illegal immigrants?*

I haven't much, but I think it will come. I can certainly help with that, with the ... proper forms, how to check and verify

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eligibility of employees as they're placing applications with a company, and why we need to do that.

And, if you happen to have an illegal employee, what you need to do to resolve that issue.

#### *Tell us about your family.*

My husband is David. We have a 4-year-old daughter, Lexi, and a 2-year-old son, Bryson. David works for Wells Fargo as a regional manager.

We love the lake. That's where you'll find us about every weekend, boating and hanging out at the lake.