



Human Resource Advantage LLC

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Top Executive: Lynette Weatherford, MA, PHR

Product or service: Human resource services and consulting

Year founded: 2004



Human Resource Advantage: “Customized HR solutions” for you

Protecting your investment in the people you employ may be the most important benefit you can bring to your company. It can also prove to be the most overwhelming.

With 15 years experience in corporate human resources, Lynette Weatherford had small to mid-sized businesses uniquely in mind when she founded Human Resource Advantage. Her idea: offer a full range of HR solutions that will mirror an organization's image, culture and objectives by providing on-going compliance, training, and a professional resource regarding employee relations.

Many area businesses, including KY-3, Connell Insurance, The Payroll Company, Steak n Shake, Kanakuk Kamps and Branson Tourism Center use Human Resource Advantage to assist with their HR needs.

Human Resource Advantage's expertise connects the Human Resource processes and practices with business plans to meet profit goals.

Lynette is a graduate of Missouri State University with a master's degree in Human Resources from Ottawa University. She has her PHR (Professional in Human Resources Certification) and is a member of the National Society for Human Resource Management, the Springfield Area Human Resources Association, and the Branson Tri-Lakes Human Resource Association.

Human Resource Advantage's services include:

Assessment of Human Resource Protocol

- Review of personnel files and record retention.
- Audit of current HR practices.
- Recommendations to meet compliance standards.
- Provide necessary Human Resource Forms.

Employee Handbook

- Development /review of employee handbook customized to reflect company philosophy and environment.

Job Descriptions

- Customized written descriptions.
- ADA (Americans with Disabilities Act) compliant.

Employee Relations

- Promote best practices to ensure legal compliance and reduce liability.
- Assistance with performance issues, including employee disciplinary proceedings.
- Assistance with unemployment and termination protocol.

Management and Staff Training

- Harassment in the Workplace.
- Documentation (Performance, Leaves of Absence, Termination, etc.).
- Interviewing, Performance/Disciplinary Actions and Termination.
- All Training is customized to client needs.