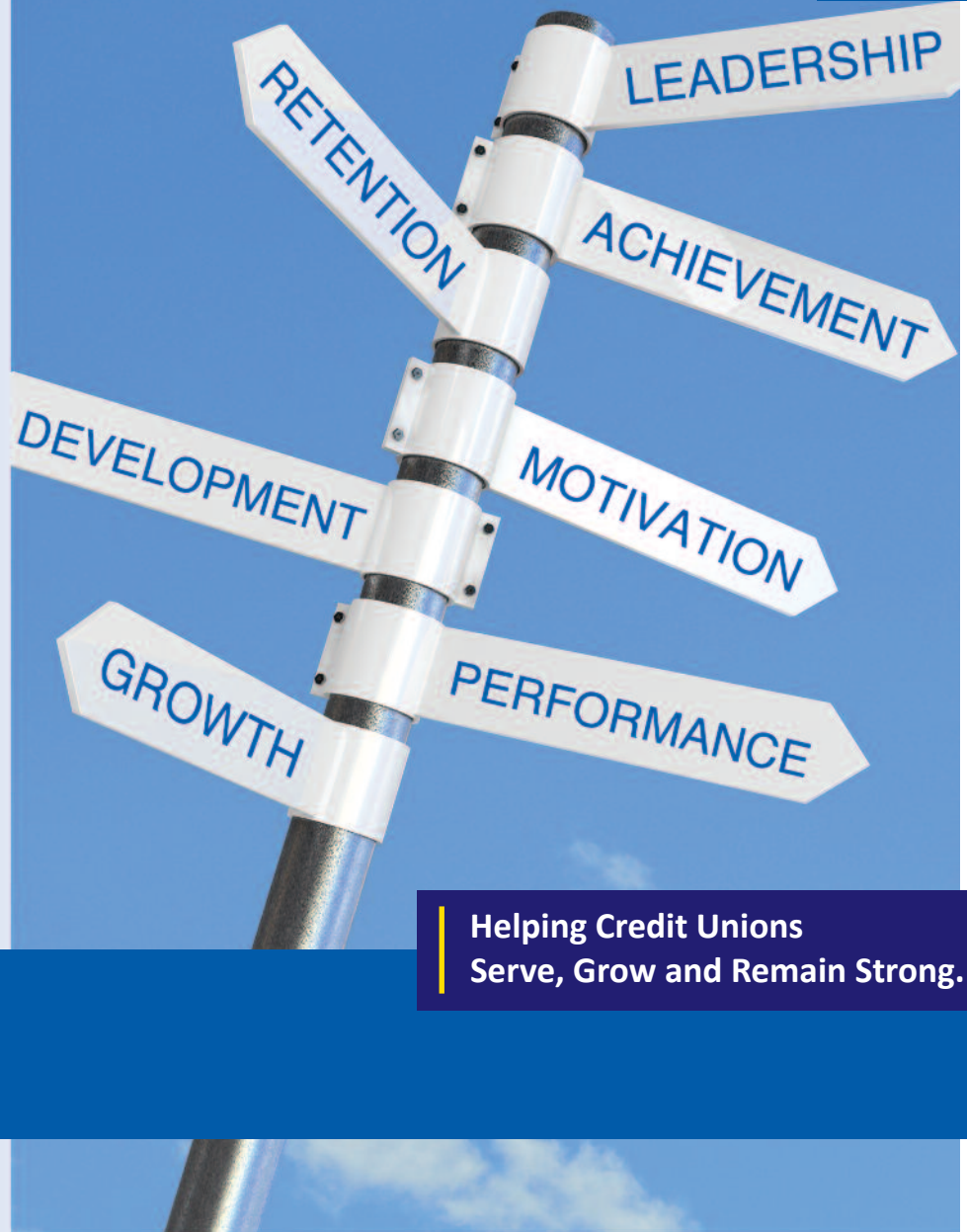


# HRN Performance Solutions.

Dedicated to providing human resource solutions that help credit unions thrive.



Helping Credit Unions  
Serve, Grow and Remain Strong.

## About HRN Performance Solutions.



### Expertise.

HRN Performance Solutions was founded two decades ago by career HR experts in response to a growing demand for human resource services. Since then, we've grown into a renowned human resource solutions and consulting company with an international presence that's relied upon by over 1,000 credit unions for critical HR management functions.

### Innovation.

Our goal is to consistently offer high quality solutions and services to simplify and improve the management of your employees. HRN is dedicated to meeting and exceeding the highest performance standards, from ease of use to security and data quality to help facilitate the growth and development of your credit union's workforce.

### Integrity.

We're not only committed to providing our credit union clients with exceptional solutions and services, but to saving them time and money as well. Our professional support, sales, and consulting staff are ready to offer critical HR management solutions and consulting services that you can rely on to help make your credit union productive, protected and successful.

### Solutions.

HRN feels that credit unions are built on the talent of effective employees. We understand that the successful administration of these "human resources" enables credit unions to succeed. With years of practical experience and a high degree of knowledge in the field, we have the solutions needed to meet your credit union's standards of excellence.

## Performance Pro

An online performance appraisal and employee development program, **Performance Pro** is designed by HR professionals to streamline and improve your employee development and performance evaluation system. This program is flexible, user-friendly, secure and loaded with credit union-specific job position and performance content.

## Compease

Make sure your employee salaries are competitive and equitable with this easy-to-use salary planning and compensation administration program. Credit union-specific compensation data is updated each year and is customizable by your credit union's size and location. When you purchase **Compease**, you get on-site installation, salary data configuration and training by an HRN Performance Solutions consultant.

## Incentease

**Incentease** is an online incentive plan solution designed and supported by our compensation professionals. Using solid business principles, **Incentease** calculates and reports the bottom line effectiveness of your overall variable pay program and provides justification that your incentives have a positive, documented effect on earnings and production.

We offer online demonstrations for the above three programs. Visit [www.cusolutionsgroup.com](http://www.cusolutionsgroup.com) to register.

## HR Suite

**HR Suite** is a complete human resource compliance solution for your credit union. Researched and written by employment law experts, this online collection of human resource management tools and services includes an HR Policy Manual for managers and supervisors, an Employee Handbook and an extensive library full of HR resources.

## Job Descriptions Plus

Our library of more than 190 complete and editable credit union job descriptions is written by HR and legal experts. This value-priced CD-ROM includes a job description guide, job analyses and worksheets covering ADA and FLSA, all in credit union-specific language. Individual job descriptions are also available for purchase and download.

## Performance Appraisal Forms

This is a collection of evaluation templates and worksheets to help you conduct paper-based performance appraisals at your credit union. Each performance review template comes in two basic forms. One evaluates performance factors only, while the other enables you to perform both factor and goal evaluation.

## Employee Handbook Plus

**Employee Handbook Plus** utilizes HR Suite's Employee Handbook, in addition to several other useful forms, to offer an affordable HR compliance solution. These easily customizable and printable documents can prevent unwarranted litigation for your credit union and provide clear employment guidelines.

## HR Forms and Tools

We offer a collection of over 200 HR forms and resources, all developed and written by HR and legal experts. Purchase them as a complete package or in separate bundles. **HR Forms and Tools** can help you manage your day-to-day human resource functions and promote legal compliance within your credit union.

## RecoveryPro

This innovative program will help you comply with mandatory disaster recovery requirements and prepare for emergency situations through detailed step-by-step procedures. Customize, implement and maintain your disaster recovery plan using **RecoveryPro's** simulated online format with off-site back-up services.

## CU PolicyPro

**CU PolicyPro** contains comprehensive policies and procedures developed and written especially for credit unions by regulatory (legal and financial) experts. You can customize and implement the policies that are particular to your credit union and existing policies can be imported as well.

## HRN Consulting Services

HRN consulting professionals provide a wide array of credit union specific services including:

- Executive compensation
- CEO performance evaluation
- Succession planning
- Background checks
- Organizational structure analysis
- Employee opinion surveys
- Affirmative action plan development and maintenance

## HRN Strategic Services

For many credit unions these days, what's worked in the past may no longer be effective in today's environment. Strategic Services offers consulting services and programs to help your credit union navigate the ever-changing world of strategic planning, board governance and income improvement.

- **Board Governance**  
Our consultants will help you create a best practices program that will maximize the board's effectiveness, training, policies, and member focus. Plus, our board financial statement training course can help you get certified.
- **Strategic Planning Resources**  
Utilize our facilitators to help develop your credit union's strategic plan. By focusing on key success factors, your credit union will be able to produce a better three-year business plan. Our industry expertise and market intelligence can leverage your future success.
- **Income Improvement and Growth**  
Is your credit union experiencing low earnings or slow loan growth? Our consultants can analyze your potential for increasing income and decreasing expenses. We can also help you grow your loan portfolio with proven strategies.

## Additional consulting service programs include:

### Staff Recruiting Solutions

We provide Staff Recruiting Solutions that support your hiring process and include ad development, resume screening, phone and/or in-person candidate interviews, reference/background checking and compensation negotiation assistance when a full executive search is not required.

### HR Management Training

This series of dynamic leadership development training sessions is an effective way for you to promote and keep confident, committed managers. They can learn or update valuable skills in leadership, performance management, recruitment and hiring, and communication.

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