

Business Solutions



Helping your workforce work smarter.

Tri-City Business Solutions

With expertise in safety and human resources, we provide customized, practical and forward-thinking solutions that create safe workplaces and strong people practices. Developing the talent behind your organization is critical to being more productive and effective than ever before, and our skilled consultants deliver confidence to strengthen your team and help you reach your business goals.

Whether you're navigating regulatory compliance, strengthening your safety culture or enhancing your HR operations, we're here to help you build a smarter, safer and stronger organization. Empowering your workforce means you work smarter, and our trusted team of experts is dedicated to helping make it happen.

CONFIDENCE DELIVERED.®



**Tri-City
Business Solutions**

Invested in your people, invested in your success.

By optimizing and strengthening your safety and human resources practices, you can ensure you're working in the safest and most effective way possible, which creates a stronger culture and bottom line. Backed by years of industry experience, we're experts in optimizing workplaces to ensure their success.

Here are a few areas of our expertise:

SAFETY PROFESSIONAL SOLUTIONS

- **Construction Site Safety Support, Full-Time/Part-Time Onsite Services:** Coordinate onsite safety management, inspections, toolbox talks and safety staffing for construction projects and other daily needs.
- **Workplace Safety Audits & Assessments:** Conduct comprehensive evaluations to identify hazards, assess risks and ensure regulatory compliance.
- **OSHA Compliance Support:** Assist with OSHA inspections, citations, abatement processes and regulatory interpretation.
- **Safety Program Development:** Create and implement customized safety policies, procedures and manuals tailored to your industry.
- **Employee Safety Training & Certifications:** Facilitate in-person or virtual training on topics like NFPA 70E, hazard communication, lockout/tagout, PPE, forklift operation and more.
- **Incident Investigation & Root Cause Analysis:** Offer objective investigations to determine root causes and prevent future incidents.
- **Job Hazard Analysis (JHA) & Risk Assessments:** Identify and mitigate risks associated with specific tasks, roles or processes.
- **Safety Culture Development:** Create strategies to build and strengthen a proactive safety mindset across your workforce.
- **Emergency Preparedness & Response Planning:** Develop action plans for fire, natural disasters, chemical spills and active shooter scenarios.
- **Contractor Safety Management:** Create or optimize systems for ensuring subcontractors and vendors meet your company's safety standards.
- **Ergonomics Assessments:** Provide onsite evaluations and improvements to reduce musculoskeletal risks and increase comfort and productivity.

- **Safety Metrics & Reporting:** Deliver support with tracking leading and lagging indicators, reporting performance and using data to drive safety improvements. This includes OSHA recordkeeping compliance assistance, 300/300A logs, electronic reporting, BLS surveys and any other administrative compliance.
- **Environmental & Sustainability:** Facilitate company and project-specific initiatives, tracking, policy/procedure development and other various environmental compliance assistance.
- **Insurance & Risk:** Assist with navigating claims, identifying coverage options to control risk and maximize insurance cost savings, as well as execute EMR analysis.

HUMAN RESOURCES SUPPORT SERVICES

- **HR Strategy & Organizational Development:** Facilitate workforce planning and organizational design, culture and engagement initiatives, retention strategies, recognition programs and communication practices.
- **Leadership & Management Coaching:** Provide one-on-one or group training sessions for supervisors and managers on performance, leadership and compliance.
- **Recruitment & Talent Acquisition:** Optimize recruitment processes, recruiting support and onboarding program development.
- **Employee Relations & Conflict Resolution:** Assist with employee investigations, disciplinary actions, termination guidance, and mediation and conflict resolution.
- **Policy Development & Compliance:** Create employee handbooks and updates, HR compliance audits and regulatory compliance support.
- **Performance & Compensation:** Strategize job descriptions, performance management systems and compensation plan development.
- **Training & Development:** Facilitate compliance training, supervisory and soft-skills training, HR technology implementation and more.



Tri-City Group

SAFETY AND HR FROM A NAME YOU CAN TRUST

Tri-City Business Solutions is part of Tri-City Group, an experienced contracting firm with a known reputation for quality and success dating back to 1895. With the foundation of Tri-City Group, you get the confidence and backing of the Tri-City name, with safety and human resources expertise.

Get **CONFIDENCE DELIVERED®** with enhanced safety and human resources practices across your company. Go to www.tricitybusinesssolutions.com or call 563.322.7181.