



Welcome to **JER HR Group** **COMPENSATION SERVICES**

30 YEARS OF
**COMPENSATION
EXPERIENCE**

Potential starts **here.**



GO

OVERVIEW

- Consulting firm with more than **30 years of experience** in HR Consulting–Compensation, HR Support and Learning & Development
- **Leading provider** of HR services to clients in government, nonprofits & companies nationwide
- Team of Leadership Development professionals with extensive experience in **training, coaching, and leadership development**



1991

JER Associates founded by James E. Rocco, delivering comprehensive Compensation and HR support to clients.

2018

JER HR Group adds 35 years of experience with the acquisition of the **Training Network**, bringing the integration of advanced technology and mobile training programs into HR, management, leadership and safety training.

2014

National growth in HR Consultation drives a rebranding to **JER HR Consulting**, reflecting the scope of public, private and nonprofit HR services. The company becomes a Certified Minority Owned Business.

2020

JER HR Group acquires **Inspiring Solutions**, an organizational development company specializing in healthcare.

Training Network launches **TraineryLMS**, a custom-built Learning Management System.

Training Network launches **Streamery**, a streaming video-on-demand training service that engages employees in mobile friendly learning.

2016

Continued growth in compensation planning and a merger with The HR Group results in a name change to **JER HR Group**.





2021

Training Network launches **Trainery**, a Human Capital Management brand family with SaaS solutions for online learning, training and compliance management.

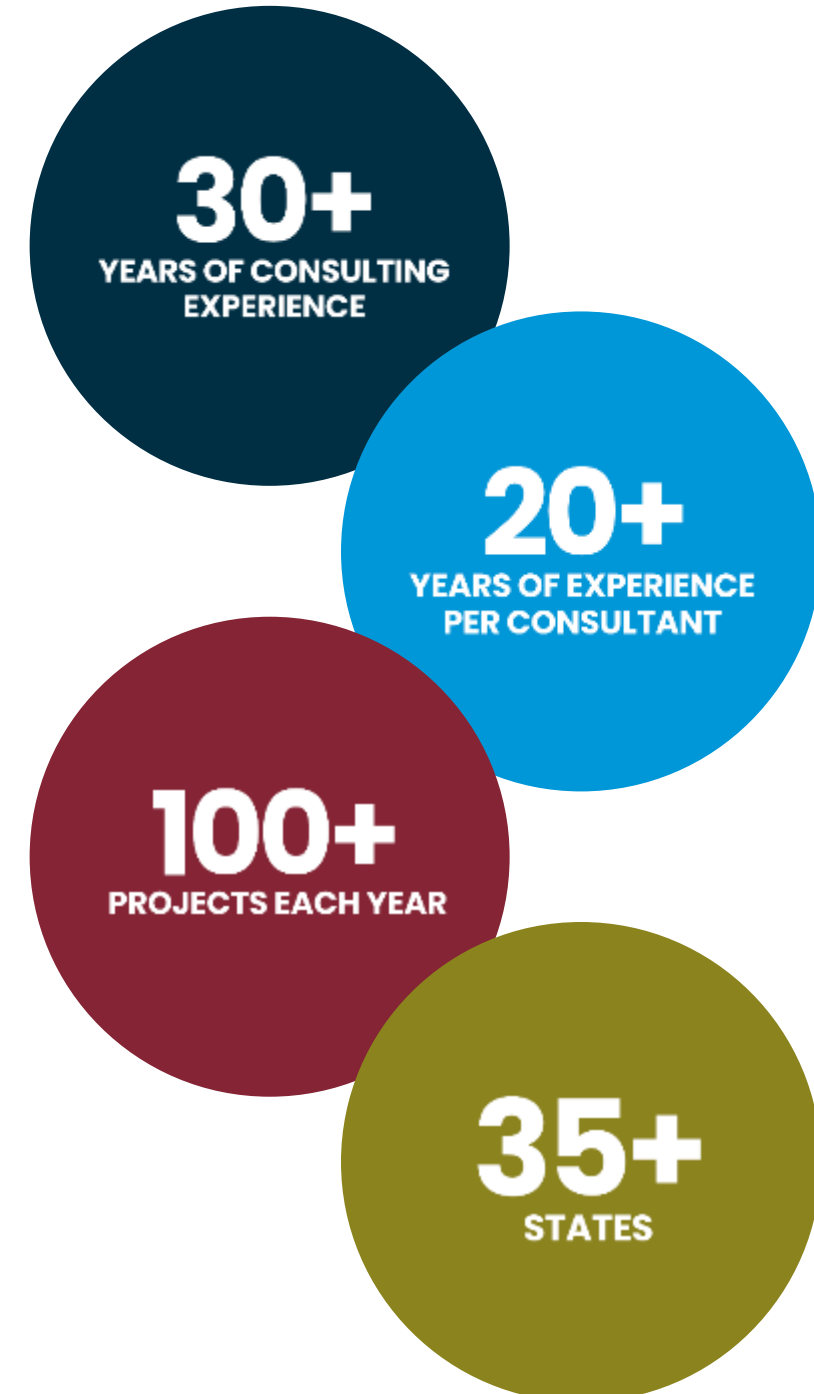
Trainery acquires **ReviewCloud**, a performance management SaaS solution.

Trainery launches **TRAKSafety**, a SaaS solution to manage workforce training, licensing and certification compliance.

COMPENSATION SERVICES

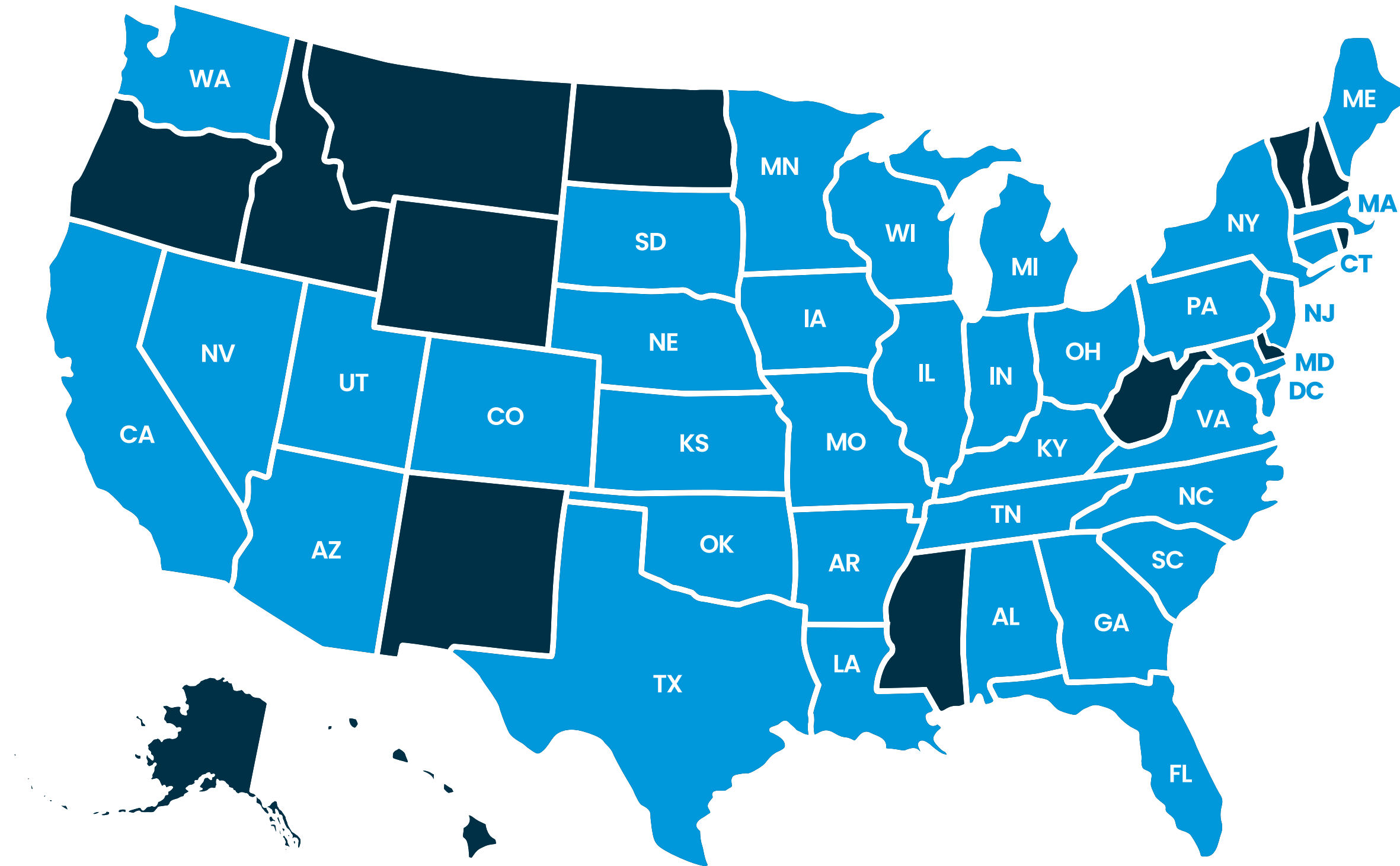
 <p>EXECUTIVE COMPENSATION</p>	<p>Specialized Executive Compensation services for nonprofits in Health & Human Services, Social Justice, Cultural & Performing Arts, Member & Trade Associations, NGOs and Foundations. We also address both regional and IRS regulatory requirements.</p>
 <p>STAFF COMPENSATION</p>	<p>Comprehensive compensation reviews, rigorous job analysis and evaluation, compensation /market pricing leveraging our experience and our database.</p>
 <p>CUSTOM COMPENSATION SURVEYS</p>	<p>Custom client compensation surveys to target a specific industry. Surveys adapted for clients with unique needs and position titles.</p>
 <p>COMPENSATION MANAGEMENT</p>	<p>Help clients align compensation with plan design, compensation strategy and philosophy, salary budgeting, salary structure, career pathing and related services.</p>

KEY STATISTICS



Potential starts [here](#).

04. JER HR Group Has Clients Nationwide



Potential starts **here.**

JER HR Group | 866.475.7687 | info@JERHRGroup.com | New York | North Carolina | Iowa | Arkansas



Larry Beers | Director of Consulting

As Director of Consulting, Larry is involved in all major compensation consulting projects, providing engagement and/or team oversight. Larry has worked extensively in compensation and benefits planning; job description development; job evaluation systems and competency models; executive and staff incentive plans, non-cash recognition programs, career paths, and related governance best practices.



Bob Tursky CEBS, CCP, SPHR, SHRM-SCP | Senior Consultant

As a Senior Consultant and HR Business Partner, Bob focuses on total reward and recognition programs, executive compensation, salary planning and administration, communications and compliance, benefit cost and comparison analysis, and succession planning.



Cathy Thielen | Senior Consultant

As Senior Consultant, Cathy specializes in benefit negotiations, retirement plan administration and regulatory compliance; compensation analysis and administration of global executive compensation plans; annual incentive plan processes; performance management processes tied to pay for performance programs, and the development of compliance policies for pay practices, executive pay and corporate governance.



Renee Martin, SPHR, SHRM-SCP | Senior Consultant

As Senior Compensation Analyst, Renee provides data research and market analysis on compensation consulting projects, delivering compensation strategy, structures, and benchmarking analytics; performance accountability, change management and HR best practices.



Tammy Daniel | Consultant

As a Compensation Consultant, Tammy specializes in advising management on compensation and benefits issues, designing and implementing a defensible remuneration structure across multiple countries, development of job analysis/market analysis, competency identification and career ladder architecture. Tammy's experience includes union and non-union environments.



Elizabeth Kataria | Project Manager/Consultant

As Project Manager, Elizabeth is active in interfacing with prospective clients and developing proposals that target their individual needs, as well as performing data analysis, research and managing project progress.

06. JER HR Group Clients Spanning Multiple Industries



JER HR Group and Johanson Group recently announced the integration of the organizations, turning two leading Compensation Consultancy firms into a **National Powerhouse**.



“ JER HR Group is a logical choice for us to merge our company, as it is already a leading compensation consulting firm. JER HR Group works with hundreds of clients each year and we are confident that our clients will benefit from the combined offering. We are excited that our DBCompensation and DBDescriptions products will be part of the Trainery suite of solutions. ”

Bruce E. Johanson, Principal Partner
Johanson Consulting, Inc, dba the Johanson Group



“ Acquiring Johanson Group, which has been in business since 1985, enhances the depth and breadth of JER HR Group’s capacity to deliver compensation and human resources solutions to clients. The DBSquared Compensation products will be integrated into a single product with additional features, and rebranded in a rollout to clients later this year. ”

Mahesh Kumar, Managing Director
JER HR Group LLC



A cloud-based, hassle-free, individually developed integrated suite of HCM products

HCM Talent Management

The image shows two overlapping screenshots from the HCM Talent Management suite. The top screenshot is from ReviewCloud, displaying a 'Performance Management' dashboard with a table of forms and a 'Q2 - PERFORMANCE REVIEW' form for Lanette Diamant. The bottom screenshot is from DBCompensation, showing a 'SAMPLE ORGANIZATION' dashboard with various compensation analysis tools like 'Job Value Summary', 'Market Pay Comparison', and 'Pay Grades'.

HCM Learning

The image shows two overlapping screenshots from the HCM Learning suite. The top screenshot is from TraineryLMS, showing a dashboard with course status and a table of enrolled courses. The bottom screenshot is from Streamery, displaying a library of video content related to safety, such as 'Indoor Heat Stress - Facts & Prevention', 'Electrical Contact Release Training', and 'Hearing Conservation'.

HCM Safety

The image shows two overlapping screenshots from the HCM Safety suite. The top screenshot is from TRAKSafety, displaying a dashboard with a table of learning records and credentials. The bottom screenshot is from TrainingNetwork, showing a video player interface with a 'Save Lives' banner and a 'Learn More' button.

A cloud-based, hassle-free, individually developed integrated suite of HCM products

HCM Talent Management

ReviewCloud

The screenshot shows the ReviewCloud Performance Management interface. On the left is a sidebar with navigation icons. The main area is titled 'Performance Management' and has a 'Reviews' section. Below it is a 'Forms' section with a table of available forms:

FORM NAME	CREATED DATE	STATUS	ACTION
IS- Performance Review	09-01-2021	LIVE	
90-Day On-boarding Conversation	09-15-2021		
Annual Review- Conversation Style	09-14-2021		

An inset window shows a detailed view of a 'Q2 - PERFORMANCE REVIEW' form for Lanette Diamant, a Production Assistant. The form includes a progress bar (10%), a 'Write Reviews' section with checkboxes for 'SELF REVIEW', 'MANAGER', and 'PEERS', and two questions:

- To what extent did they demonstrate the ability to balance assignments?
Last year, our team started work on a project to integrate a new range of product. During our initial design phase, Lanette showed initiative with developing new ways of thinking to improve projects.
- How effectively did this person share knowledge with others?
Is a constructive communicator and is capable of discussing difficult issues effectively and to the point.

At the bottom of the inset, there is a 'Create New Feedback Form' button and a search bar.

ReviewCloud automates employee reviews, conversations and one-on-ones, helping you focus on high-quality feedback instead of managing a process.

DBCompensation™
Job Evaluation & Salary Administration Made Simple

The screenshot shows the DBCompensation software interface. It features a dashboard with several tool icons: Positions, Position Analysis Questionnaires, Job Valuing, Employee Data, Market Pay Comparisons, and Pay Grades. On the right side, there is a 'Results' section with a list of reports and tools:

- Job Valuing Summary
- Interactive Scatter Graph
- Scatter Graph Report
- Market Pay Comparisons, Part A
- Market Pay Comparisons, Part B
- Market Pay Comparisons, Part C
- Market Payline Comparisons
- Market Average Pay Report
- Pay Policy Ranges vs. Actual Pay Trendline
- Pay Ranges and Pay Grades by Position
- Pay vs. Pay Grade Ranges
- Pay Grade Graph by Job Value
- Pay Grade Graph by Pay
- Pay Grade Tabular Report
- Budget for Upcoming Year

At the top, there are instructions for using the software: Step 1. Select an existing pay scenario from the pop-up list below, or add a new one. Step 2. Input data from your payroll or IRS, or enter data using the Scenario selections. Step 3. View the results of your pay scenario using the reports and graphs from the Results selections.

DBCompensation helps you get your pay right, saves the time and cost required to recruit and train new employees by retaining and developing existing employees, and eliminates costly and time-consuming employee lawsuits.

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HCM Learning



TraineryLMS helps you engage learners, close training gaps, and deliver results for your business. This user-centric learning platform streamlines—and customizes—the training and administration process from beginning to end.

TraineryLMS DASHBOARD USER MANAGEMENT ORGANIZATION MY COURSES **REPORTS**

User Reports / Overview Enrollments

User > Bree Edwards

DETAILS

Bree Edwards 56-8966 East Coast (L1) North Carolina

Last Login 06/08/2021

COURSE STATUS

5 COMPLETED 13% 7

VIEW UTILIZATION

Sept 3, 2021

C ID	COURSE NAME	VIEW ID	BUNDLE	STATUS	START DATE	DUE DATE	PAST DUE	COMPLETE DATE	CERTIFICATE	QUIZ INFO
4906	Protecting Yourself Against COVID-19 and Other Contagious Illnesses	713-jun-29-2 021-19-36	2021 Safety Bundle	🟢	06/29/21	09/01/21	-	06/29/21	📄	View
3626	Electrical Safety	713-jun-27-2 021-19-36	2021 Safety Bundle	🟢	06/27/21	09/01/21	-	06/27/21	📄	View
4253	Conflict Resolution	713-jun-20-2 021-16-48	2021 Safety Bundle	🟢	06/20/21	09/01/21	-	07/29/21	📄	View
3385	Hazard Communication & GHS - What's Wrong With This Picture?	713-jun-19-2 021-13-49	2021 Safety Bundle	🟢	06/27/21	09/01/21	-	06/27/21	📄	View
3498	Walking & Working Surfaces: Comprehensive Training	713-jun-27-2 021-20-14	2021 Safety Bundle	🟢	06/29/21	09/01/21	-	06/29/21	📄	View
5061	Hazard Communication	713-jun-27-2 021-19-36	2021 Safety Bundle	🟡	-	09/01/21	-	-	-	-
4906	Protecting Yourself Against COVID-19 and Other Contagious Illnesses	713-jun-19-2 021-13-50	2021 Safety Bundle	🟡	03/29/21	05/01/21	🔴	-	-	-

STREAMERY

Dashboard Courses Catalog Reports

> ... > Drafts > Analytika_dashboard_kit

Library My Courses Favorites History **Playlist**

Playlist Details

Playlist Name Playlist ID:

14 Courses

PRODUCT NAME	SKU	CATEGORY	ACTIVE	ACTION
Indoor Heat Stress - Facts & Prevention	5190	Healthy & Safety - Construction Safety - Heat Stress	🟢	🔴
Electrical Contact Release Training	5134	Healthy & Safety - OSHA Compliance - Electrical Safety	🟢	🔴
Hoisting Conservation	5120	Healthy & Safety - OSHA Compliance - PPE - Hoisting	🟢	🔴
Traffic Control: The Basics	4333	Healthy & Safety - Construction Safety - Work Zone Safety	🟡	🔴
Traffic Control: Flagger Safety	4331	Healthy & Safety - Construction Safety - Work Zone Safety	🟢	🔴
Load in The Workplace: The Facts	4329	Healthy & Safety - Construction Safety - Load Safety	🟡	🔴
Orientation to Safety For New Employees	5120	Healthy & Safety - OSHA Compliance - New Hire	🟢	🔴
Personal Fall Arrest Systems	5063	Healthy & Safety - OSHA Compliance - Fall Protection	🟢	🔴
Return To Work Post COVID-19	5098	Healthy & Safety - Workplace Safety - Healthcare	🟢	🔴

Streamery is a streaming video-on-demand training service that ensures consistent delivery of training across platforms and with instructor-led classes. Ready-to-go training courses are available across hundreds of topics, helping you deliver impactful training fast.

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HCM Safety



1 Unread Notifications

Certificate Earned 10 hours ago

Kelsey Kyng (EMP356) has completed 3 Steps to Managing Change! on October 18, 2021.
[Download Certificate](#)

LEARNING ID	FIRST NAME	LAST NAME	DID	COURSE NAME	CPE	SOURCE	IDENTIFIER	STATUS	COMPLETION	CERT	EXPIRES	APPROVER
TR-1001	Wakelield	Cheslyne	5588	Motorized Pallet Truck Safety	-	M	W. Cheslyne	APPROVED	Oct 15, 2021	📄	Oct 15, 2022	Cheslyne
TR-1002	Elden	Potter	8455	PPE: Basic Training	-	M	W. Cheslyne	NOT APPROVED	Nov 25, 2021		Nov 25, 2022	Cheslyne

TRAININGNETWORK

Categories:

- Health & Safety
- OSHA Compliance
- Construction Safety
- Workplace Safety
- Safety Awareness
- New Hire - Safety Orientation
- Safety Meeting Openers
- Safety Awareness & Updates
- Human Resources
- Management
- Technology
- Transportation
- Specific Industries

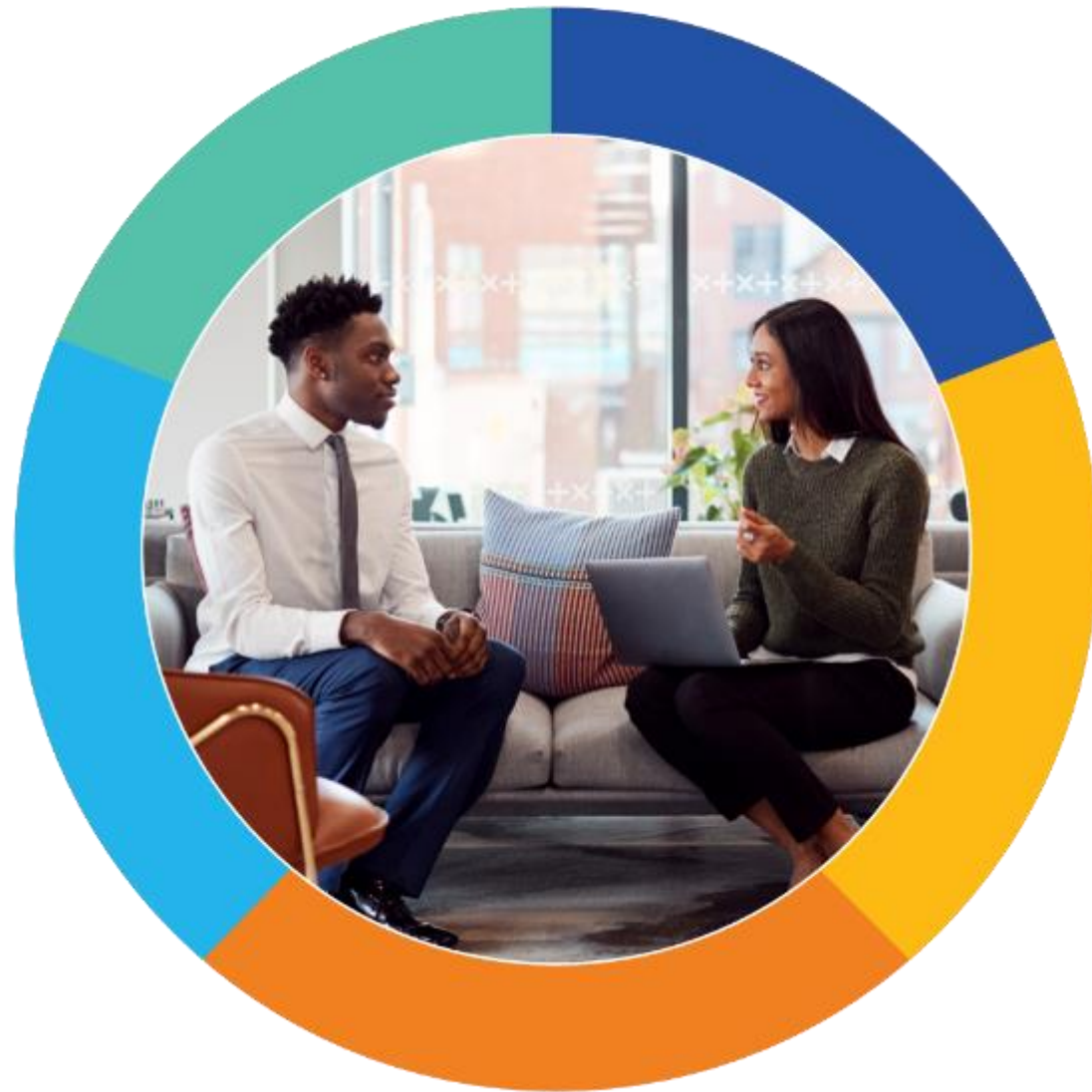
Save Lives
 new training courses
[LEARN MORE](#)

Featured Courses:

- Safety First: Be Proud of That 3-Minute Safety Script - \$299.95
- Safety: What's Your Role? - Concise - \$299.95
- Safety: What's Your Role? - \$499.95

TRAKSafety helps you stay on top of EHS (Environment, Health & Safety), regulatory and HR training, certifications, and licensing so you can reduce operational risk. Connect with employees, update training plans, and manage your compliance status from any location, on any device.

Training Network is one of the largest online content libraries in the market today, helping you create a safer workplace for your most valuable asset—People. Over 2,500 Safety, Health & HR courses are available for streaming, LMS or digital licensing.



TALENT ACQUISITION



TALENT MANAGEMENT



TALENT ADMINISTRATION



JER HR Group | HR Technology Partnerships

Our status as an Authorized Partner provides access and optional support for these HR technologies to enhance Talent Acquisition, Management and Administration.

APPLICANT POOL Applicant Tracking	Interview4 Video Interviewing	PXT SELECT A Wiley Brand Employee Assessment	HSD METRICS Engagement & Retention	bambooHR Talent Administration
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Potential starts **here.**

We believe in the power of people, and it shows.



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Trainery:  800.397.5215  info@Trainery.com  www.Trainery.com

