Beyond Rewards Inc.
Full Service Human Resource, Safety, Private Investigations & Training Consultants

CELEBRATING OVER 25 YEARS!

Whether it's a onetime project or ongoing HR Services, our Expert HR Consultants are here to assist you. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Beyond Rewards Inc.

Serving our clients since Dec 1989, Beyond Rewards is a full service Human Resources Firm providing the following services:

- Onsite HR Services (we are your HR Department
- Offsite – On-call HR (call with specific questions or have us complete a project)
- Recruitment Services
- Ergonomic Assessments
- Health and Safety Consulting and Training
- Outplacement Services
- Workplace Investigations by our Licensed PI Staff
- AODA Programs Development & Training
- Psychometric Assessments

January 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 New Year's Day	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19 Cert 1	20 Cert 1	21	22	23
24	25	26	27 Cert 2	28	29	30
31	Call for Cert 1 and Cert 2 dates for February. Classes will be based on demand. WHMIS 2015 Workshops, Legislative Updates & Accommodating Medical Marihuana Workshops still to be set for year.					

Beyond Rewards Inc.
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FEELING OVERWHELMED? WE CAN HELP!

Have projects you don't have time to tackle yourself? Our Expert Human Resource, Safety and Admin staff can assist you. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

HR, Safety & Admin Projects

Assistance on Demand – Recruitment, complicated HR matters, developing company policies and manuals, custom training, payroll, compensation plans, performance reviews or issues, compliance, outplacement services, workforce planning, retention plans, employee engagement surveys, hr administration, health and safety programs or audits or training and workplace investigations.

Whatever your HR or Safety project needs are – we can assist you.

February 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Ground Hog Day	3	4	5	**6**
7	8	9	10	11	12	**13**
14	**15** **Family Day**	16	17	18	19	**20**
21	22	23	24	25	26	**27**
28	29	**Call for Cert 1 & Cert 2 dates for February. WHMIS 2015, Legislative Updates & Accommodating Medical Marihuana Workshops available. Classes will be based on demand.**				

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PREVENT WSIB CLAIMS – CALL US FOR AN ERGO ASSESSMENT!

Before your employees put in a WSIB claim, call us to complete an Ergo Assessment. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Office Ergonomics

The Beyond Rewards Team of H&S and Ergonomic Experts will assess the setup of desks, workstations, how individual's sit/stand/bend/lift and process tasks at their workstations and desks. We will provide solutions for both physical setup as well as process of tasks that will assist in the reduction or elimination of MSD issues in the workplace.

Solutions: Through partnerships with Canadian manufacturers and suppliers, the Beyond Rewards team is able to provide cost effective solutions.

March 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17 St. Patrick's Day	18	19
20	21	22	23	24	25 Good Friday	26
27	28	29	30	31		

Beyond Rewards Inc.
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COST EFFECTIVE RECRUITMENT SOLUTIONS!

Finding the right fit for your organization, culture and team is critical. Our Expert Recruiters are here to assist you. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Recruitment

Whether we are recruiting to meet the needs of your growing business, aggressively seeking out the professional or executive that meets your company's unique requirements, or operating as your company's dedicated recruiting team, Beyond Rewards is committed to exceeding your expectations and furthering your success.

April 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Inquire about our WHMIS 2015 Full Day Compliance Workshop – Walk away with your program & training.					1	**2**
3	4	5	6	7	8	**9**
10	11	12	13	14	15	**16**
17	18	19	20	21	22	**23**
24	25	26	27	28	29	**30**

Beyond Rewards Inc.
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OFFLOAD THE ADMINISTRATIVE BURDEN OF HR TO THE TRAINED PROFESSIONALS AT BEYOND REWARDS!

Companies that choose our HR Outsourcing enjoy the peace of mind that comes with having a qualified and engaged workforce, reduction of employer related risk, and a proven HR program managed by qualified HR professionals, all the while keeping costs contained. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca .

HR On-site & On-Call

Successfully managing today's workforce while navigating a growing complexity of regulatory requirements is becoming increasingly difficult. Focus on your core business objectives. We are an extension of your team-taking the pressures off management in dealing with internal HR matters such as but not limited to: employee relations, recruitment postings and screening, orientation, reviews, policy development, training, compensation reviews, retention strategies, and more. In house in your workplace ½ day or more per week or On-Call as HR needs arise – we are your HR Department!

May 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 NAOSH WEEK	2	3	4	5	6	**7**
8 Mother's Day	9	10	11	12	13	**14**
15	16	17	18	19	20	**21**
22	**23** Victoria Day	24	25	26	27	**28**
29	30	31	**Don't wait until you have a Human Rights or ESA dispute, call Beyond Rewards for all your HR, staffing and compliance questions.**			

Beyond Rewards Inc.
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INCREASED TRAINING & DEVELOPMENT RESULT IN HIGHER COMPANY PERFORMANCE!

Our training workshops and courses will engage your managers, supervisors and staff while teaching them practical skills and knowledge that they can immediately apply. Check the website or email custom training details to us at HR@beyondrewards.ca.

Training & Development of your Team

Beyond Rewards offers a diverse range of training programs for Supervisors, Managers and Staff. Training covers Human Resources, Health and Safety, Wellness, Communications, and Corporate Legislative, Policy, General Business Practices and Self Development Workshops and Courses both online and face to face.

June 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19 Father's Day	20	21	22	23	24	25
26	27	28	29	30		

Beyond Rewards Inc.
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STRATEGIC HR MANAGEMENT – HR PLANNING, STRATEGIC PLANS, COMPENSATION PLANS & MORE!

An organization with as few as 10 staff should develop a strategic plan to guide HR management decisions now to support the future direction of the organization. Strategic and from a budgetary point of view so that you can factor the costs of recruitment, training, etc. into your organization's operating budget. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Strategic HR

Beyond Rewards will assist you with integrating human resource management strategies and systems to achieve the overall mission, strategies, and success of your organization, while meeting the needs of employees and other stakeholders.

I.E., collaboratively and through review of exit interviews and onboarding processes, the Beyond Rewards Team can assist you in developing your staffing plan for growth and/or retention.

July 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
It's time to start planning your 2017 staffing and compensation needs; outsource the process to Beyond Rewards.					1 Canada Day	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Beyond Rewards Inc.
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LICENCED WORKPLACE PRIVATE INVESTIGATOR

Comprehensive, professional, third-party, examination of workplace issues that require organized, documented, non-biased investigation. Call today for a quote!
519-821-7440 or email the details to us at HR@beyondrewards.ca.

PSISA Certified Private Investigator

Workplace Investigations

Professional, Efficient, Ethical and Well Documented Workplace Violence & Harassment Investigations Completed by Qualified Private Investigators

Contact **Beyond Rewards** at 519-821-7440 for any and all workplace investigations regarding Harassment, Violence, Fraudulent WSIB claims and more.

August 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Civic Holiday	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Beyond Rewards Inc.
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PSYCHOMETRICS – TEAM BUILDING, HIRING THE RIGHT CANDIDATE, SUCCESSION AND MORE!

Before you hire your next candidate – use Psychometric Assessments such as WPI, TKI, and MBTI. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Psychometric Assessments

Psychometric assessments are the most cost effective tool for predicting future job performance by providing an objective and standardized view of a range of candidate competencies, such as knowledge, abilities and personality. These assessments produce results which can be compared against established industry benchmarks, providing a clear positioning of candidates' potential to perform against large, relevant occupational groups.

September 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Call for WHMIS 2015, Legislative Updates & Accommodating Medical Marihuana Workshops. Classes will be based on demand.				1	2	**3**
4	**5** **Labor Day**	6	7	8	9	**10**
11	12	13	14	15	16	**17**
18	19	20	21	22	23	**24**
25	26	27	28	29	30	

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OUTPLACEMENT & CAREER SERVICES

Outplacement Services. Termination is a trying process that affects both the employer and the employee(s). **Outplacement** support is the best possible transition for terminated employees. These career transition programs are normally paid for by the organization. Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Outplacement & Career Services

Whether you're a company laying off employees or a displaced individual about to embark on a new job search, our services are customized to your needs:

- Assistance with corporate layoff support-outplacement.
- Strategy for talent retention through leadership assessment tools.
- One-on-one personal coaching.
- Career identity assessment to reveal key strengths for new roles.
- Outline of career planning objectives and strategies.
- Job search strategy to get hired quickly.
- Professionally written custom resumes.
- Ongoing support in the new job for the first 60 days.

October 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10 Thanksgiving Day	11	12	13	14	15
16	17	18	19	20	21	22
23	24 Patient Safety Week	25	26	27	28	29
30	31					

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RISK MANAGEMENT – SAFETY, HR, PANDEMIC AND MORE!

Don't wait until a disaster happens - Call us today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

Risk Management

Our team of experienced compliance experts provides you with the advice, support, and resources you need to meet the challenges of today's HR and Safety Compliance Regulations.

At **Beyond Rewards** we will assist you in improving performance through analysis of existing business problems and development of future plans and strategies. Our services range from *Retention Strategies, Succession Planning and Executive Coaching to Disaster Recovery Planning, Pandemic Planning and Emergency Preparedness Planning.*

November 2016

Calendarpedia
Your source for calendars

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11 Veterans Day	12
13	14	15	16	17	18	19
20	21	22	23	24 US-Thanksgiving Day	25	26
27	28	29	30			

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AODA - ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT

Visit us at AODAEXPERT.ca to find out more about the AODA and what you need to do! Call today for a quote! 519-821-7440 or email the details to us at HR@beyondrewards.ca.

AODA

Our qualified consultants are here to assist you with all your AODA compliance needs from auditing your organization to developing your programs – policies, procedures and training; brainstorming sessions with your team to capture what you are doing and what you need to do to be compliant; toolkits to assist you on your own and online tools and links to help you along the way.

Compliance Deadlines go to: http://www.ontario.ca/page/accessibility-rules-businesses-and-non-profits#section-1

December 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25 Christmas Day	26 Christmas Day (observed)	27	28	29	30	31 New Year's Eve