



AUSTIN
ALLIANCE
GROUP

FRACTIONAL HR CASE STUDY

Employee Termination: Guiding a Compliant Cessation During a Thorough Department Audit

Need

Termination of an HR Director

Solution

AAG assisted the client with a compliant termination while assessing the HR department to identify areas of concern. The company received several tax notices, and employees had issues with benefits. Having 100+ employees and only one other HR personnel, the company wanted to ensure they were supported.

Results

AAG confirmed and/or replied to tax notices, including registering the company as needed. Upon reviewing benefits, AAG identified several issues with benefits vendors per benefits reconciliation, which resulted in a refund for the client for over \$13,000.

AAG continues to provide “as-needed” support to the company.



Tina Cooper (GTB)
Director of HR On-Demand Services

“Terminations can be risky even in states with “at-will” employment. There was one particular termination that was extremely emotional for the employer; however, the employer acknowledged that the employment needed to be terminated. AAG was able to step in and provide the employer with a risk analysis and some terminology, while also acting as a buffer between the employer and the “to be” terminated employee.”