

IMPACT PROFILE

“
We had no idea how much we needed this project. Thank you, Executives in Action!”



Conducted a comprehensive HR audit that overhauled this organization's employment practices.

YOUTH MOVEMENT

A nonprofit youth development organization (which asked to be kept anonymous due to the nature of the issues involved) had grown quickly over the past ten years, providing services to thousands of youth per year. But they had never put the necessary Human Resources systems in place to protect their organization. As a result, they were grappling with how to handle both a sexual harassment claim and a wrongful termination claim. They turned to Executives in Action (EIA) for urgent assistance.

EIA dispatched HR expert Di Ann Sanchez, SPHR to the project. She uncovered additional legal issues, including the misclassification of employees and improper I-9 documentation, which could have led to a penalty of up to over \$262,000. But by putting the right systems in place, Di Ann helped the organization avoid this issue, while also appropriately handling the other recent claims filed against them. Thanks to Di Ann and EIA, this organization will continue to be a positive influence on our community's children for years to come.

\$938

EIA INVESTMENT

280-to-1

INITIAL ROI

\$262,000

MINIMUM COST
AVOIDANCE FROM
FEES AND POSSIBLE
LITIGATION