



CAPABILITIES STATEMENT

Since 2007, KMA's mission is to offer superior HR, recruiting and compensation consulting solutions through a cohesive team of employees who value personal flexibility and the opportunity to contribute their best work. We partner with clients in New England and beyond of virtually any size or industry, offering direct access to a dedicated HR, recruiting or compensation professional – and sometimes all three – who help them navigate everything from the straightforward to the super complex. We offer expertise on compliance issues, policy questions, employee relations and engagement, compensation, recruiting, and retention strategies for all types of positions, and so much more.

CORE COMPETENCIES

HR Consulting:

- Handbook development or review
- Employee engagement strategy
- Performance management
- Compliance and policy guidance
- Risk assessment and action plans

Recruiting Consulting:

- Executive search
- High volume recruiting
- Individual positions in all sectors
- Job descriptions and postings
- Candidate sourcing and screening
- Interviewing and offer negotiation

Compensation Consulting:

- Current pay structure assessments
- Compensation strategy development
- Pay equity assessments
- Market analyses
- Customized compensation and benefits surveys

PAST PERFORMANCE

Sea Bags: "We've relied on [KMA's] expertise for recruiting, managing, and retaining our talent, and general HR issues ranging from the mundane to the most complex. They have consistently provided us with excellent service and guidance."

Girl Scouts of Maine: "KMA found us the perfect candidate for our HR position, and I am so pleased with the service they provided. The whole team went above and beyond in helping us find and hire exactly who we needed."

Maine Technical Systems: "KMA has been a true partner through several projects and has really helped shore up our HR systems. Their team possesses great expertise, is extremely responsive, and genuinely cares about the well-being of their clients."

DIFFERENTIATORS

At KMA, we see a need for businesses to have access to high-quality, cost-effective HR and recruiting services to position them for growth, and to ensure they are in compliance with the myriad of state and federal regulations.

HR expertise is essential for helping businesses build the systems, processes and culture that can take innovation to its highest potential. Recruiting the right talent, and creating an employee-centric workplace to retain that talent, is also necessary for making ideas, inspiration and innovation a reality. As human resources, recruiting and compensation professionals, we work with our clients to create a strong foundation of people and culture that will support their goals for growth.

NAICS

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561311
561312**

UEI/CAGE

**UEI: G1CLHJDGPNE6
CAGE: 7WR99**

WOSB



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