



Paul Hilton, Human Resources Consulting, L.L.C.

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### **2019 Small Business of the Year Nomination**

Paul Hilton Human Resources Consulting, LLC is a small firm serving the HR needs of small to medium size businesses in the Sumter area since 2007. Our proprietor, Paul Hilton, is an HR professional, who is certified by the Society for Human Resources Management (SHRM-CP) as well as the Human Resources Certification Institute (PHR). He has over 38 years of direct experience in human resources management.

**Economic Impact on the Community:** In terms of growth and profit, our firm began small and intentionally remains so. In terms of economic impact on the Sumter community, PHHR has influenced hundreds of entrepreneurs, business owners and managers to pay attention to their greatest assets - their employees. Paul believes that the fair and consistent application of a company's policies and procedures along with reasonable compensation practices and an overall competitive benefits structure will lead to a high level of employee satisfaction, increased profits and a growth oriented future for any organization. Mr. Hilton has volunteered his time and expertise to present a variety of HR related programs, seminars and other presentations through his membership in Rotary, Business Network International, and the Sumter and Kershaw Chambers of Commerce.

The greatest challenge for our firm is convincing the business owner/managers that their most valuable assets are their employees. Failure to manage employees consistently and fairly, failure to understand and comply with laws and regulations, and ignoring best practices in human resources management is the major risk to an organization's bottom line. Rather than adopting compliant policies, procedures, benefits and compensation structures, too many employers choose ignorance over information, betting their company's future and profit on the hope that they are never audited, sued or fined. We would like to think that we have helped many Sumter businesses avoid such troubles.

For over 14 years, Mr. Hilton has been involved with human resources management in the Sumter area. His primary focus has been on the small to medium sized businesses which usually do not have full-time professional and experienced HR personnel. Our main products include Consultation on specific issues, Employee and Management training, a Comprehensive HR Audit, as well as an Employee Handbook which is unique to the company's mission, values and needs. However, Mr. Hilton recognizes that even these products are beyond the budgets of many small organizations. To address those needs, Mr. Hilton has voluntarily given dozens of presentations, training programs and seminars directed at the small business owners of our county and area. Furthermore, as a member and Ambassador of the Sumter Chamber of Commerce, Mr. Hilton has offered two hours of consultation on human resources issues to any Chamber member, free of charge and without further obligation.

**Sumter Involvement:** Mr. Hilton has been a member of the Sumter Chamber of Commerce for five years. In addition to the above mentioned presentations, Mr. Hilton serves as an Ambassador of the Sumter Chamber. He supports many Chamber activities through his attendance at such events as the annual Chamber retreat, ribbon cuttings, business after hours, the Chamber Gala and Christmas events. Mr. Hilton is also a member and Board member of the Kershaw County Chamber of Commerce. Additionally, he is a member of the Board of Directors of SAFE Federal Credit Union.

**Environmental Impact:** PHHR uses a small business office. Our environmental footprint is negligible. Even so, we try to purchase responsibly and recycle office waste. The majority of the correspondence between our office and clients is done through email.

Although PHHR has started small and remains small, we are truly happy to be working for and with the businesses of Sumter. We are proud of our community involvement and interaction with the small businesses of the area. To date no Sumter client of PHHR has ever been sued by an employee for harassment or discrimination, nor cited for violation of any federal or state HR related law.