

# HUMAN RESOURCES

## INDUSTRY STATS

**52 DAYS**

is the average time it takes to fill an open position.

**\$4,000**

is the average amount U.S. companies spend to fill an open position.

**58%**

of new hires that undergo a structured onboarding program, are more likely to be with the company after three years.

**54%**

of businesses report that their biggest obstacle in achieving better use of their HR data is its inaccuracy.

**26%**

of companies with best-in-class talent are more likely to be using performance management software.

**22%**

is the cost savings per employee in companies with newly upgraded HR systems.



## HUMAN RESOURCES, MANAGED.

Valiant offers a unique HR solution for the hospitality space, because it's designed and led by industry thought-leaders. From finding the right talent to keeping employees happy once they're on board, we provide you with the software and service you need to keep your workforce thriving.

## WHO WE WORK FOR



## **HUMAN RESOURCE ISSUES, SOLVED.**

A Feature-rich, cloud-based management and monitoring system to source great talent, streamline your hiring process and keep employees happy.

### **TRACKING/ONBOARDING**

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- Custom portal made to match the look and feel of your brand
- Centralized location to view positions, applicants and associated hiring information
- Alert system for sending notifications and communicating with potential hires
- HR profiles for storage of applicant data
- HR file management of personal, employee, benefits, compliance, etc.

### **EMPLOYEE PERFORMANCE**

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- Recording function for both personal and performance-based employee attributes
- Alert function for necessary actions in licenses and training

### **EMPLOYEE RETENTION**

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- Affordable Care Act function and support
- Transit benefits function and support
- Tip reporting function and support

### **EMPLOYEE SELF-SERVICE**

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- Time and rate access for pay stubs, hours worked, PTO requests and rates paid
- Employee pay statement history
- Ability to submit leave requests electronically
- Tax form access to W-4, W-2, 1099, ACA and annual compensation statements

**Contact us to learn more about how Valiant's Human Resource Solution can help your business reach new levels of operational success.**