

GUIDE to Outsourcing HR SERVICES

Outsourcing your Human Resource tasks allows your firm to recruit and retain top talent, while allowing you to grow your business.

Giving you back time to grow your business.

The Issue

*According to 45% of small business owners, they spend roughly 1 day a week or more on administrative human resources (HR) issues.**

Let's solve for that.

NexTier Solutions

NexTier Solutions provides consulting services that are catered specifically to our client's needs. Our unique collaborative approach provides employers with turnkey business solutions for accounting, compliance, and human resource management services together in one place.

*Oasis Small Business Owners Study, February 2019

At NexTier, we provide personalized and professional guidance on the following human resource competencies:

Talent recruitment and hiring

- › Candidate screening and interview processes
- › New employee orientation and onboarding
- › Background check processing
- › Financial services talent pipeline

Employment practices, policies, and compliance

- › Employee manuals and employment policies
- › Diversity, equity, and inclusion
- › FLSA, ADA, EEOC, Federal and State employment law compliance
- › Reduction in force: Legal requirements and best practices

Compensation and benefits

- › Payroll processing
- › Compensation program development and analysis
- › Employee benefit plan administration
- › Bonus initiative plans

Talent management and workforce development

- › Development of employee policies
- › Employee engagement and leadership development
- › Design and implementation of performance evaluation programs
- › People strategy

Accounting & HR: Experienced professionals, proven results



Lance Baker CPA, CFA, Principal, and Chief Executive Officer

Lance specializes in providing companies with strategic solutions to optimize business growth and profitability. Lance has over twenty years of experience in Finance, serving as CFO for multiple companies, and leading them successfully through acquisitions. Prior to founding NexTier, Lance was the CFO and managing partner at an investment management firm. Lance earned his Bachelor of Science and Masters in Accounting from the University of North Carolina. He is a licensed Accounting professional and holds the Chartered Financial Analyst® designation.

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Candi Hughes, CPA, CAIA, CFP®, Principal, and Chief Operations Officer

Candi specializes in blending accounting and operations to help provide meaningful reporting and optimize business efficiency. Candi has over twenty years of experience in Accounting and Financial Operations, serving as Controller and Director of Operations for multiple companies. Before founding NexTier, Candi was the Controller and a partner at an investment management firm. Candi earned her Bachelor of Science in Business Administration from the University of North Carolina and a Masters in Accounting from Syracuse University. She is a licensed Accounting professional and holds the Chartered Alternative Investment Analyst and Certified Financial Planner™ designations.

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Christine Gevertz PHR, SHRM-CP, Human Resources Director

Chris provides human resource management administration for C-suite executives and management, as well as HR support for all levels of an organization, both strategic and tactical. Chris has over 20 years of experience in HR leadership in both for-profit and non-profit organizations, serving as a member of the Executive Management Team, Director of People, and as Director of HR. She holds a Professional in Human Resources (PHR) certification from the Human Resource Certification Institute (HRCI) and a Society of Human Resource Management Certified Professional (SHRM-CP) certification.

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Melissa Harr, Assistant Controller

Melissa has a passion for helping businesses thrive through following best accounting practices and strategic financial modeling. In her role at NexTier she supports the corporate controller in all accounting-related activities, including managerial accounting, financial reporting, and finance activities. Prior to joining NexTier, Melissa had almost 20 years of customer service experience before returning to accounting. She earned her Bachelor of Science in business and law at Western Carolina University, and graduated magna cum laude.

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Christy Lassiter, Assistant Controller

Christy has worked closely with CPA's and internal audit teams for over 20 years. She has helped streamline accounting processes within A/P, A/R, payroll, fixed assets, and cash management. Her accounting experience includes retail, manufacturing, computer brokerage, construction, and investment management. Christy is proficient with QuickBooks Desktop, QuickBooks Online, Bill.com, Expensify, Microsoft Office, and Google Suite / Workspace.

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