

ZAN INC., Consulting

Exclusive Offer to EGCA Members Only

ZAN INC., Consulting is pleased to offer members of the Engineering & General Contractors Association assistance with comprehensive, applicable solutions to personnel issues.

ZAN INC., Consulting was established in 1998, by Dave Perkins, who has worked in or been associated with the construction industry for thirty years. Mr. Perkins has worked as a Tradesman, Foreman, Superintendent, Project Manager, and Corporate Director of Human Resources prior to establishing ZAN INC., Consulting. With his vast knowledge of the construction industry and expertise in human resources management, Mr. Perkins clearly understands the challenges contractors are presented with on a daily basis and has established a reputation with many contractors as the “go to person” in his field.

Contractors and employers have called on ZAN INC., Consulting over the years for assistance when faced with:

- ✚ How to evaluate and define the best options when challenged with difficult employment decisions.
- ✚ Questions regarding employer and employees’ legal rights.
- ✚ Conducting an unbiased investigation as a result of a wrongful termination, sexual harassment, discrimination, work injury, equal pay, disability, workplace violence or liability claims, NLRB, DFEH, EEOC, DOL and other related charges.
- ✚ Needs for assistance in fact finding, document review and research, including drafting of position statements, for preparation of legal counsel services, greatly reducing attorney fees.
- ✚ Needs for assistance in responding to government audits.
- ✚ How to recruit and retain the best qualified employees, for a successful fit for their operations.
- ✚ How to conduct effective interviews that provide employers with as much factual information concerning applicants as is necessary for making proper employment decisions.
- ✚ Questions, review and/or drafting of affirmative action policies and mandated compliance.
- ✚ Questions, review and/or drafting of employment applications, employee handbooks, employment practices, policies, performance evaluations, and the like.

Your business philosophy, strategic business plan and methods of operations are essential in developing effective employment policies, practices and procedures that enhance your company’s goals. Adopting or stating employment policies and procedures that do not reflect this or are not practical are very detrimental to your operations. Often employers find themselves spending unnecessary time, resources and money defending poorly written employment policies or defined practices that were never implemented. Properly drafted employment policies and procedures benefit your business by providing employees and managers with a clear understanding of the company’s expectations, and limit liability and expensive litigation.

ZAN INC., Consulting partners with JMH Investigations PI 10573, an investigation and security specialist firm when conducting workplace investigations.

ZAN INC., Consulting is offering EGCA members one consultation meeting at the member's office (not to exceed 2-hours) and five telephone consultation calls for assistance with human resources issues, for an annual fee of \$200. Any required services and/or fees not noted in the scope of this offer shall be jointly agreed to by the EGCA member and ZAN INC., Consulting.

As an additional service to our members, EGCA has arranged to provide all members with one telephone consultation call (not to exceed 30-minutes) with ZAN INC., Consulting free of charge.

Mr. Perkins can be reached at telephone (760) 845-0858, fax (760) 737-9803, or email address dperkzan@aol.com.