

## Is your firm in compliance?

The Foresight Companies has been and continues to be at the forefront of Human Resource & Compliance Management consulting for funeral homes and cemeteries throughout the United States. Use our insight for your protection and benefit.

We understand that employees are the most valuable asset of any funeral home. Staffing is also the number one cost of running your business. To help you protect your investment, we have created an extensive collection of appropriate policies and procedures for independent funeral home and cemetery business owners.

We have one mission: create successful business solutions for our clients. Our formula includes the knowledge gained from our Partners who have over 100 years of combined funeral and cemetery industry experience. No other consulting firm in funeral service comes close. We have the insight and experience to make a difference for you.



## Why Choose Foresight

**Passion.** We care about your results. Your focus is on serving families. We focus on the financial health of your business.

**Performance.** We take a strategic approach to building solutions and strategies for success for each of our clients. This results in an average profit margin that is many times higher than the national average.

**Personalization.** Our services are tailored to your individual business needs. Many clients want a full suite of services while others need solutions in one specific area of their business.

No one knows the funeral service and cemetery businesses better than we do. No one knows your business better than we will. We have been trusted consultants to the funeral home and cemetery owners and managers for more than 40 years.

# Why Choose Foresight for Your Human Resources & Compliance Needs

## Human Resources

We help our clients deal with the complete cycle of Human Resource matters including but not limited to:

**Employee Handbooks** • I-9 Compliance • Exempt and Non-Exempt status• Non-discrimination Statement • Personal Time Off policy • Benefits • Social Media Policy • Harassment policy

**Procedures Manuals** •Removal • Embalming • Arrangement Conference • Funeral, Graveside, and Cremation Procedures

**Human Resources Forms** •Employment Application • Job Descriptions • New Employee Checklist • Termination Letter • Performance Reviews

## Compliance

You are a state and federally regulated service provider with oversight by OSHA, the Federal Trade Commission and the Department of Labor. In addition a professional error you may cause you to be investigated by a plaintiff's lawyer. You need to have quality programs in place and documented. Your staff needs to be trained. You need to be prepared for an inspection.

**OSHA Compliance Programs** •General Workplace Safety • Hazard Communication Program • Exposure Control Plan • Employee Training • Fact Sheets • Checklists

**FTC Compliance Reviews** •General Price List review• Casket Price List evaluation• Outer Burial Container Price List assessment• Statement of Funeral Goods and Services Selected

**Employee Training** • Harassment • Phone Shoppers• Handling Insurance Assignments• Merchandising• Cremation Arrangement • Returning Cremated Remains• Clergy Relations • Improving Hospice Relations

## We want to see our clients be successful in their business

"With eight funeral homes and four cemeteries serving more than 1,400 families we had grown beyond what we could control directly and "brain" our way through. Dan and the team at Foresight helped us standardize our policies and procedures to ensure a consistent level of quality service to every family. At the same time, Foresight's Human Resource Management Services has been instrumental in helping us improve the work environment for our team members. The employment manual has been particularly helpful in setting clear expectations for both employees and management."

### Russ Weeks

Weeks' Funeral Home  
Washington



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## About The Foresight Companies

At the Foresight Companies, we are passionate about the funeral and cemetery profession. Our business and financial consulting firm has a singular focus, our client's success. Our mission is to provide solution-based services that guide our clients through the process of strategic change. Our role as a trusted adviser includes Accounting, Financing, Valuations, Merger/Acquisitions and Human Resource and Compliance business services. We understand the business of doing business. This mission is expressed in our corporate motto: Consulting with Insight. That's **Foresight**.

To learn more, please visit our website at [theforestcompanies.com](http://theforestcompanies.com).