

## About Us

Curtin & Associates and TR Anton have teamed up to provide you with our expertise in critical areas of compliance with California and federal labor laws and proven management practices at a budget friendly cost to you. We save your valuable time and lessen your exposure to costly fines and lawsuits.

Curtin & Associates offers you over 30 years of personnel management experience from a variety of industries including manufacturing, transportation, warehousing, sales and marketing. We offer reasonably priced, practical solutions designed for your small or medium sized organization.

For 22 years, TR Anton Incorporated has provided expert HR advice to over 50 companies with 10 to 4000 employees from many industries.

Dan Curtin and TR Anton share a track record of proactive problem solving and keeping their companies out of legal entanglements related to employment practices, discrimination and Harassment.

## Why should I do this?

People are your greatest asset but employee issues are also one of the leading cause of business failures. As your organization grows and gets more complex you may experience more employee related issues. **Our “Retained HR Director” program is an efficient outsource alternative to traditional HR management. It may spare you the need of having an HR department to handle your employee issues.**

Let us help you get into and stay in compliance with employment related government mandates and regulations. We design a proactive approach to managing your employees.

**Don't let people issues get out of hand! Be proactive with our help!**



Gradually, employees at Milnord Industries began to abuse the company's Friday casual-dress policy.

**Curtin | Associates**

....since 2004

*an affiliate of  
TR Anton Inc.*

## Human Resources Management Services

For more info:

<http://curtinassociates.com>

or

[info@curtinassociates.com](mailto:info@curtinassociates.com)

**Daniel M. Curtin, SPHR  
Principal**

166 South Hayworth Avenue  
Suite 301  
Los Angeles, CA 90048  
323.937.2612

## Services

We have the expertise to:

- ✓ Audit your human resource functions and suggest cost effective and proactive improvements.
- ✓ Train your administrative and management staff on sexual harassment prevention and other key employment issues.
- ✓ Assist you in Crisis management .
- ✓ Document your Policies and procedures and create an Employee Handbook
- ✓ Automate HR functions to reduce administrative cost.
- ✓ Assist you with all your recruiting needs!

**Most importantly, we offer a 24/7 resource for expert advice on your HR issues!**

## Experience and Expertise

Dan Curtin joins TR Anton with over 30 years of Personnel experience in multiple industries and organizations including manufacturing, sales and marketing, food services, packaging, industrial equipment, aerospace, warehousing, logistics, transportation and consumer goods. He has built HR departments from startup to full service in organizations of up to 2000 employees.

Dan holds an MBA and is finishing his second Masters program in Organizational Management. The Personnel Accreditation Institute of Alexandria Virginia certified him as a Senior Professional in Human Resources (SPHR) in 1984. In 1999, he was awarded PIHRA's "Award of Excellence" for lifetime contributions to the profession, including scholarly writing, experience and service to the HR profession.

Active in numerous civic and professional groups such as PIHRA in Los Angeles CA, he is on the Board of the Human Resources Executive Network (HREN), and is an Officer

of the PIHRA Foundation, both non profit organizations based in Southern California.

Dan Curtin offers you the retention of a qualified HR Executive for a fraction of the cost of a full time HR Director or an HR department.

A key to our success is through the training of your key staff and providing resources for the proper managing of employment issues. This is a proactive approach rather than a reactive response, which can be too late to avoid business disruption, productivity losses and possibly litigation.

## Outsource your HR to us!

Today, many companies in the "New Economy" are outsourcing and automating their HR function to cost effectively provide expected services to employees and comply with government mandates.

We can design an entire HR function for your organization that will prevent people problems from draining your energy, time and resources.