



King & Bishop, a leading human resources service organization, is pleased to announce that **Dan Gauthier** has joined our organization to head up our HR consulting practice.

Dan is an accomplished human resources practitioner with deep experience within the biotech/ medical device/ life sciences industries. He has held senior level human resources positions which has enabled him to act as trusted advisor to senior executives and boards at both public and private companies. Additionally, he has previously spent several years successfully doing consulting work with a wide range of clients.

While King & Bishop has offered consulting services for many years, the addition of Dan will allow us to place renewed emphasis on this segment of our business. We continue to see a robust need for emerging growth companies to have someone leading their HR efforts. Yet, in many cases, those companies may not yet have an employee population size that can justify a full-time HR leader. Dan and his team will be able to act as a “ready-made” HR department offering a full range of services from building out the initial HR infrastructure, to working with leadership teams on the strategic direction of their business.

Below are some examples of services provided:

- Build out of initial HR infrastructure – payroll, benefits, core HR functions and policies
- Act as key HR contact for employee questions and issues
- Management of recruitment function
- Establishing compensation structure
- Implementing a performance management process
- Audit existing HR practices
- Employee training
- Leadership consultation on HR strategic issues
- Mergers, acquisition, IPO preparedness guidance

Our consulting team can operate as a seamless member of your team on a fractional basis or for specific projects allowing you to focus on the core mission of your business on a cost-efficient basis.

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