

PRO WAY DEVELOPMENT

Connecting HR to Your Bottom Line



Pro Way Development

May 2012

Dear Laura,

LinkedIn, Facebook, and other social media are great tools for business. They help you get your name out and grow your business. Some employers are asking for their employee's log in to these social media sites. Better management or is this a liability?

Social Media Spurned?

Continued concern about employers asking applicants and employees for their passwords to social media sites has led to the introduction of a federal bill to prohibit the practice. On April 27, 2012, Rep. Eliot Engel, introduced the Social Networking Online Protection Act (SNOPA).

SNOPA would prohibit employers from requiring a username, password or other access to online content. It would not allow employers to demand such access to discipline, discriminate or deny employment and would bar employers from disciplining individuals who refuse to volunteer such information.



Got Social Media / Internet Policies?

Clear concise policies about employee use of social media at work are critical to protecting your business. No need for complex language just simple policies outlining what is acceptable use of various social media sites and internet usage keep everyone on the same page and avoid litigation.

Make sure you and your employees are clear on using social media at work.

Pro Way Development

Pro Way Development is your outsourced Human Resources department. Our services include:

- Clear, concise employee handbooks that address employee questions and concerns, and get them on the same page
- Training to increase employee skills
- Advice on policies and practices to stay compliant
- Consulting services to manage employee relations issues

To learn more about Pro Way Development, please visit our [website](#).

Can We Help You?

Many companies have turned to Pro Way Development to make sure they are providing an environment where employees and management are clear about work expectations. .

Pro Way Development Helps:

- Managers communicate effectively with employees
- Ensure workplace issues are addressed and resolved
- Develop managers who motivate
- Set goals to achieve financial targets

Start with a Complimentary Business HR Assessment

An HR assessment is a tool that Pro Way Development has used with many employers to confirm they are providing an environment where their employees can thrive, and subsequently, make a significant difference in their bottom line.

**The benefit?
Employees
enjoy**

**increased job satisfaction and productivity leading to a
better bottom line!**

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Thank you for thinking of Pro Way Development for your HR and Training needs.

Sincerely,

Visit us on 

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About Laura Jacob

Laura works with companies to ensure that their business plan includes a plan to hire, manage and motivate employees to drive growth. In addition to holding degrees in Psychology and Industrial Relations, Laura is certified as a Professional in Human Resources and a 6 Sigma Greenbelt.

