



SOLEX HRC NEWSLETTER

PERSONALIZED, SEAMLESS, PROFESSIONAL

We put the "Human" in Human Resources | (781) 365-9610

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IN THIS ISSUE

- ✓ **HR HIGHLIGHT OF THE MONTH**
 - THANK YOU FOR A WONDERFUL 2025
- ✓ **ISOLVED TECHNOLOGY SPOTLIGHT**
 - ATTRACT & HIRE
- ✓ **HR COMPLIANCE CORNER**
 - YEAR END EMPLOYEE APPRECIATION
 - HR PRIORITIES: WHAT HIGH-PERFORMING ORGANIZATIONS ARE FOCUSING ON NOW



SOLEX HRC CONSULTING SERVICES



Solex HRC recognizes that managing your employees and growing your business requires a significant amount of time and effort! Many growing businesses do not have an HR professional, or if they do, they are overburdened with compliance tasks and operational projects. Solex HRC can help!

By partnering with Solex HRC, you will have a dedicated HR Consultant that meets with you regularly to stay on top of important tasks, compliance items, and employee relation issues. We take the time to meet with you and to understand your business so we can efficiently manage your workforce. Our intention is to keep your employees happy so you can focus on growing your business.



HR Highlight of the Month

Thank You for a Wonderful 2025

As we close out another year, we want to extend our sincere appreciation to all our Solex HRC clients. Thank you for your continued partnership, trust, and collaboration throughout 2025.

This year brought growth, change, and new opportunities, and we are grateful to have supported you through each step. Your commitment to your employees and your organizations inspires the work we do every day. We look forward to continuing our partnership in 2026 and providing you with HR support, guidance, and solutions you need to thrive.

Wishing you and your teams a successful and restful end to the year — and an exciting year ahead!



WEBINAR CALENDAR

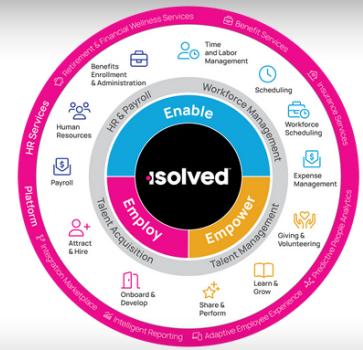
* ALL WEBINARS ARE FREE AND OPEN TO THE PUBLIC*

KEEP A LOOK OUT FOR OUR UP COMING 2026 WEBINAR DATES!





SOLEX HUMAN CAPITAL MANAGEMENT TECHNOLOGY SPOTLIGHT



ATTRACT & HIRE



Streamlined Hiring Process

Post job openings to over 5,000 free, premium, and social job boards with a single click.



Data-driven Decision Making

Employers can track key metrics such as candidate source, number of applications, and applicant conversion rates.



AI-powered Recruitment Tools

AI tools help save time and improve the quality of job postings and candidate selection.

The Challenge in Finding Qualified Applicants

Do you have a seamless process to create job requisitions, gather exceptional candidates, screen candidates, interview candidates, and create an internal workflow to hire top talent? More than 60% of applicants will start an online application but leave without finishing it. And there's a whole lot more who never see your ad to begin with. It's difficult to attract and hire talented people, but we can improve the process and provide real results.

70%

of US employers report difficulties in filling roles

42%

of hiring managers report having open positions they cannot fill

81%

of recruitment professionals say it's challenging to fill roles

70%

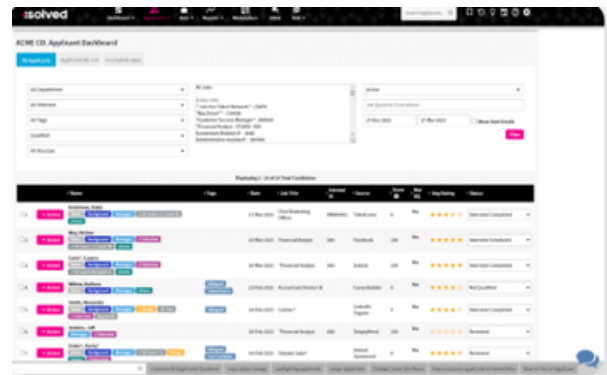
of employers cite talent shortage as their biggest concern impacting hiring efforts

Customizable ISolved Applicant Tracking System (ATS)

Is your ATS driven by spreadsheets, emails and paper? Can applicants efficiently apply for open positions in an online format?

Attract & Hire offers a highly customizable ATS that helps optimize every stage of the recruiting process. This includes unlimited users and positions, customizable job applications, and the ability to post job openings to over 4,000 free job boards, premium job boards, and social media job boards.

Attract & Hire also provides comprehensive reporting and analytics capabilities. This includes a metrics dashboard, customizable candidate scoring, and detailed analytics and reporting features.





HR COMPLIANCE CORNER

YEAR END EMPLOYEE APPRECIATION

At this time of the year, many companies are reflecting on the success and opportunities of 2025. As we do, let's remember the reason for the successes are the hard-working employees that help make those happen.

Some ideas for employee appreciation include:

- Year End Bonus – If possible, it is always nice to add a financial bonus for employees.
- Gift Cards – Gift cards are a great, and less expensive way, to show appreciation.
- Year End Party – If employees work on-site, this is a great way to engage and show appreciation.
- Personalized Thank You Notes – Have managers send thank you notes to top performers and contributors.

Regardless of how a company chooses to show appreciation, studies show that the act of doing so has huge dividends.

Connect with Solex HRC for more ideas!



HR PRIORITIES: WHAT HIGH-PERFORMING ORGANIZATIONS ARE FOCUSING ON NOW

HR Priorities: What High-Performing Organizations Are Focusing On Now

As organizations enter 2025, the most successful HR teams are narrowing their focus to a few high-impact priorities: skills-based hiring, manager capability, and thoughtful adoption of AI. Many companies are reevaluating outdated job architectures and shifting toward skills taxonomies that better reflect how work is actually performed. At the same time, they're doubling down on manager development—recognizing that first-line leaders are the biggest drivers of retention, engagement, and performance.

Forward-thinking organizations are also embracing AI, but with an emphasis on governance and measurable value. Instead of broad transformation projects, they're targeting specific use cases like talent acquisition workflows, employee self-service, and streamlined analytics. The common thread across all high performers: clarity. By identifying a small number of strategic priorities and aligning processes, technology, and culture around them, HR is positioning itself as a true business accelerator in 2025.