

# executive exchange

## VICKI HUBIAK

**V**icki Hubiak is the owner of HR Solution Staffing Inc., which has offices in Evansville and Henderson, Ky.

An Evansville native, she holds a master's degree in marketing from the University of Evansville. She was a human resources manager for Peabody Coal Co. before starting her own business.

**Q:** What kinds of services does your company provide? What sets HR Solutions apart in your industry?

In 1998 due to the growth in the Tri-State area, I opened a new company called HR Solutions, Inc. that offered outplacement, executive recruiting, spousal assistance, HR consulting and resume writing services.

In 2001 due to the demand for outsourcing and the need for temporary employees, I formed another company called HR Solutions Staffing, Inc. Today we have an office in Evansville and Henderson, Ky., with more than 100 staffing employees and an annual payroll of more than \$2 million.

In 2006, we launched our training and organizational development division that is devoted to helping companies grow through their greatest assets — people. Our extensive organizational and human resource experience is backed by our staff's accumulated 40-plus years' experience.

In May of 2007, HR Solutions, Inc. completed its purchase of VandyMeds, a specialized medical and dental staffing service. VandyMeds was created in 1998 by the Vanderburgh County Medical Society, an organization of more than 500 physicians and dentists in Vanderburgh County.

In August of 2007, HR Solutions purchased a lot and has started the process for a new building at 601 Cross Pointe Blvd.

The new space will allow the company to expand its staff of executive recruiters, staffing managers and training consultants.

Also in 2007, HR Solutions, Inc. started providing Professional Employer Organization services under a new company named HRS Services, Inc. The PEO will manage small to medium-sized



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company's human resources, employee benefits, payroll and workers' compensation, allowing our PEO clients to focus on their core competencies to maintain and grow their bottom line.

**Q:** What are some of the immediate challenges your firm faces? How are you working to

meet those challenges?

HR Solutions has experienced rapid growth in business over the past year and a half; this has caused additional growth as well in our staff. As a human resource company, we are well aware of the pitfalls that can occur when there is growth and no long-term planning.

HR Solutions is a customer centered