



MIKE BOURGON

Human Resources Consulting

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Former Financial Sector Chief Administration Officer Opens Nashville Office of Human Resources Consultancy

Nashville, TN, August 25, 2008 -- A former Chief Administrative Officer and Human Resources Director for Charter One Bank (now the Royal Bank of Scotland), Mike Bourgon has opened the Nashville offices of **Mike Bourgon Human Resources Consulting**, an independent consultancy that develops custom HR programs and solutions for both corporate needs and small business concerns.

“We’re here to help businesses in the Nashville area take the guesswork of their HR initiatives,” Bourgon said. “It’s too easy for any company to get caught up in day-to-day operations while ignoring ongoing HR issues. Many times, they may have to settle for a temporary fix at best. Our goal is to work one-on-one with clients to develop individualized HR and staffing solutions that maximize both people and profitability.”

A licensed attorney, Bourgon utilizes his experience to develop employees, retain quality staff, manage talent, and design systems that hold personnel accountable. As a senior executive who has overseen the impact of HR on thousands of employees, Bourgon is well vetted to make the smart moves that have a critical impact on personnel.

“Let’s face it, human resource issues are a fact of life. No matter how much focus you place on your primary business agenda, HR concerns will still arise to detract. We’re here to take those

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Former Financial Chief Administration Officer Launches Consultancy

problems off management's desk and handle them efficiently." Bourgon said.

The Nashville office of the consultancy is managed by Kay Hatfield, Director of Operations for the firm and long-time business associate of Bourgon. Kay specializes in the details involved with planning and implementing HR-related programming. Kay also handles all ongoing operational tasks for the consulting service.

With offices in the Twin Cities, Atlanta, and Nashville, Bourgon has designed his consultancy to advise existing HR departments on their current initiatives or serve as an "outsourced" HR department for smaller clients looking for advice and support. The firm's areas of specialization include staff retention programming, merger/acquisition facilitation, grievance resolution, inclusion initiatives, and substance abuse intervention.

Hatfield said, "Mike established this business to prevent client companies from making the wrong personnel decision. Smart analysis and execution is paramount. Effective HR decisions are never made by taking a stab in the dark."

To find out more about the services and programs of Mike Bourgon Human Resources Consulting, visit www.mikebourgon.com.

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***Mike Bourgon Human Resources Consulting is headquartered in Stillwater, Minnesota
with offices in both Atlanta and Nashville.***