



Ali Dalipi Founder & Systems Data Consultant

For over 15 years, Ali has been an HR Generalist performing all aspects of human resources development. Ali has served on the board of directors for New York City SHRM as Co-Chair of web content management. Since 2007, Ali has strategically designed human resource and payroll systems, organizing properly structured HR departments that have demonstrated to be invaluable to senior management.

Ali holds a Master's in Science degree in Human Resources Development specializing in Human Resources Information Systems (HRIS) and People Analytics from Villanova University and a Bachelor's degree in Physics from CUNY Hunter College. He has also earned his *IBM Blockchain* Essentials Certification, Professional Human Resources Certification (PHR), SHRM-Certified Professional (SHRM-CP) from the Human Resources Certification Institute (HRCI) and Payroll Tax Compliance Certification in all 50 States. He holds Ultimate Software Implementation certifications for CORE HR and Payroll, Time and Attendance, Perception (AI – Employee Engagement Survey), Learning Management System (LMS – Schoox) and Talent Acquisition (Recruitment and Onboarding). Also, Ali holds Ceridian CORE HR and Payroll Implementation and Systems Design certification.

Among his accomplishments, Ali has been published by Society of Human Resources Management (SHRM) and American National Standards Institute (ANSI) on two national standard guides: *Workplace Violence, Prevention, and Intervention* and *Cost-Per-Hire Standard Guide*. He has dedicated a significant portion of his time developing sophisticated HRIS and Payroll programs for companies ranging from start-up to mid-size organizations across diverse industries. Also, Ali has been a guest speaker for university graduates in fashion and industrial design programs at Fashion Institute of Technology (FIT), Parson's New School for Design, New York Institute of Technology (NYIT) and Pratt Institute. He continues to be a leading figure in the HR and Payroll sector by providing superior services to his clients at HR1Systems.



Your Dedicated HR & Payroll Remote Department

HR1Systems alleviates your accounting team of all HR and Payroll responsibilities by getting the work and reporting done for you.



Employee Support

Full remote HR/Payroll support, available to help via chat, phone, or email. Consider us your HR/Payroll department!



Federal, State and Local

General and Compensation Compliance

Keep your organization compliant with all the nuances of known and unknown regulations, employment or wages.



Reporting

Maximize your workforce with sophisticated people analytics. Quarter and Year End Tax Analytics.



Onboarding and Offboarding

Welcome your new employees with style and class! Free your manager's time up from paperwork and policies and let us handle it!



Payroll Processing

Don't stress out your bookkeeper on processing weekly, biweekly or monthly Payroll/1099. We can do it for you!



HR Policies

Don't have any formal company policies? No worries! We will help design them to fit your business culture.



Benefits and Insurance Liaison

Don't have your employee's waste valuable work time trying to figure out medical insurance issues. HR1Systems will research and partner up with insurance companies/brokers to resolve their challenges.

HCM Implementation Services

We partner with your HR, Finance and IT teams to facilitate Researching, Cost-Benefit Evaluations, Implementation, Post Go Live Training and System Maintenance support.



HR Assessment

HR1Systems will partner with your executive and HR team to learn about your organization's strategic and operational needs and determine which areas of your current human resource systems need improvement. We will develop a dynamic analysis of your current HR and Payroll lifecycles and present your team with the best optimal strategy.

Our subject matter experts will support your team to ensure your HR goals are successfully completed at a significantly lower cost with a maximum return on investment (ROI).

Our Systems Data Consultants have over 10 years of hands-on experience and knowledge of HRIS systems and industry vendors. We will support your organization from start to finish with guaranteed training for your management team AND your employees on self-service portals.



Project Management

We will help facilitate a partnership with your HR team and HRIS vendor to develop a detailed project management schedule to ensure you reach your deadlines and organizational goals. We will provide your team with a step by step plan to align your new HR software system's branding, user interface and functionality to your specifications.

Meeting the organization's deadlines are top priority in maintaining a steadfast path to achieving one's goals.



Systems Consulting

Our focus is to alleviate you, our client, of all the arduous data extraction process from your legacy system to your new system, yet, continuously, provide you with real-time progress reports.

Our consultants are well versed on a variety of HRIS technologies and solutions which we will leverage towards providing you with guidance and advice on:

1. Vendor selection research
2. Intimate client project plans
3. System Testing schedules and plans
4. Data extraction and integration flow diagrams
5. Training and "how to" guides
6. Multi-Reporting requirements and support



Migration & Integration

Our dedicated consultants will partner with your new HRIS solution implementation team and develop the most efficient project management plan to ensure each team meets your organization's "Go-Live" dates and deadline. We will work on your legacy system to extract all your data files accurately in order to successfully migrate, integrate and test for accuracy in the new system, as well as, perform final systems testing to ensure your new HRIS platform is functioning properly.

Start to Finish, we will support you in all activation modules.

Some Areas of Focus:

1. Customer Reporting Requirements
2. Talent Retention, Headcount and Turnover
3. Payroll Check History
4. Pay Codes: Earnings, Deductions and Taxes
5. Paid Time Off and Time Management
6. ACA, EEO-1 and other Government Report
7. Multi-State Tax Remittance and Report filings
8. 401(k) Discrimination Testing
9. Open Enrollment and Benefit Eligibility
10. Compensation and Budget planning
11. Performance Management



Training & Customer Support

Finally, we found the right partner for your HRIS solutions technology, completed data conversion and implementation and successfully launched your HRIS software.

Wait! We're not done! HR1Systems is dedicated to providing your organization with post "Go-Live" support and training. We will stay and support your team with Administrative training, Manager training and Employee Self-service training.

We want your employees to feel comfortable and at ease with their new human RESOURCES tool.

We will support your organization with:

1. On-Site Live Training
2. Webinars
3. "How to..." Guides

We will support your team and employees until you feel comfortable with your new HRIS platform.

Client References

Don't take our word for it! As for any one of our Premier Clients!

