

COMPANY OVERVIEW

Aeris Communication Services LLC is a Minority-Owned, Small Disadvantaged Business (SDB) providing comprehensive, compliant, and cost-effective Human Resources solutions to government, municipal, and commercial organizations. The firm specializes in end-to-end HR strategy and operations, compliance and risk management, compensation and total rewards, employee relations, payroll and benefits administration, and workforce support services. With deep public-sector HR expertise, Aeris partners with agencies to strengthen workforce effectiveness, ensure regulatory compliance, and support responsible stewardship of public funds. Its scalable, relationship-first approach allows government clients to access experienced HR leadership without the overhead of maintaining a full in-house HR department.

Core Competencies

- **HR Strategy, Operations & Compliance:** End-to-end HR management including employee relations, investigations, onboarding and offboarding, training, policy development, workforce planning, and employment law compliance (FLSA, I-9, workers' compensation, unemployment, audit readiness).
- **Compensation, Total Rewards & Payroll:** Job classification and reviews, job description development, market compensation analysis, pay banding, pay equity studies, payroll processing, ACA reporting, and benefits administration.
- **Recruitment, Staffing & Workforce Support:** Talent sourcing, recruiting, screening, executive and leadership placements, structured interviews, background checks, equitable hiring practices, and staff augmentation.
- **Employee Experience, Engagement & Leadership Development:** Employee handbooks, engagement and climate surveys, performance management systems, accountability frameworks, manager and employee coaching, labor relations, and retention strategies.
- **Customized & Scalable HR Solutions:** Flexible, compliant HR service delivery aligned with agency missions, regulatory requirements, budget constraints, and public accountability standards.

company data

- **Company Name:** Aeris Communication Services LLC
- **Address:** 929 N Blackbird Dr Gilbert, AZ 85234
- **UEI:** SKSNGYZPJT33
- **CAGE Code:** 9JB36
- **NAICS Codes:** 541611, 541214, 541612, 541512, 541618, 541219, 561110, 561312, 561311, 561320, 561330, 541519
- **Business Type:** For-Profit Limited Liability Company (LLC)
- **Certifications & Designations:** Minority-Owned Business, Small Disadvantaged Business (Self-Certified), DOT-Certified DBE, ACDBE, NMSDC MBE, SBE, Asian-Pacific American Owned (APAO)

Past Performance

- **Mirabella ASU – Tempe, AZ:** Provided full-cycle HR services including employee relations, recruitment, benefits administration, onboarding/offboarding, and administrative support, ensuring workforce compliance.
- **DAS Technology – Scottsdale, AZ:** Delivered HR support, staff augmentation, performance management, and compensation benchmarking, enhancing workforce performance and aligning HR practices.
- **Goettl Air Conditioning – Tempe, AZ:** Supported compliance audits, onboarding, employee relations, and performance management, improving workforce accountability and effectiveness.
- **SiteLock – Scottsdale, AZ:** Conducted engagement surveys, compensation analysis, benefits administration, HR administration, and new-hire onboarding, fostering engagement and streamlined operations.

Differentiators

- **Public-Sector HR Expertise:** Deep experience supporting government and regulated organizations with HR services aligned to public accountability, labor laws, and compliance requirements.
- **Cost-Effective HR Leadership:** Provides access to experienced HR professionals without the cost of maintaining a full in-house HR department, supporting efficient use of public funds.
- **Compliance-First Approach:** Proactive risk management, thorough documentation, and audit-ready processes that reduce liability and ensure regulatory adherence.
- **Customized & Scalable Solutions:** HR services tailored to each agency's mission, structure, and workforce needs, with flexibility to scale as requirements change.
- **Relationship-Driven Partnership:** Direct access to responsive HR professionals who serve as trusted partners, delivering timely guidance, clear communication, and consistent support.



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