



WHAT DOES THE HR FUNCTION ACTUALLY COST?

A full In-House HR Team can easily exceed most small businesses resources.
Here are some median annual salaries* to consider:

VERMONT

- [HR Administrative Assist](#): \$43,690
- [HR Specialist/Generalist](#): \$64,860
- [HR Manager/Director](#): \$105,710

NEW HAMPSHIRE

- [HR Administrative Assist](#): \$48,590
- [HR Specialist/Generalist](#): \$64,540
- [HR Manager/Director](#): \$131,102

Our subscription model provides a full HR team for a fraction of the investment without sacrificing dedicated tailored HR expertise.

** From the ELMI Data from the VT & NH Depts. of Labor. VT data from 2022, NH data from 2022, aged to 6/23.*



HR Happens

OUR SERVICE MODEL

We provide **HR and Operational Consulting Services** through two different models:

- **Subscription Service** for Day-to-Day HR Support
 - Unlimited generalist and administrative HR Support and expertise for employees and supervisors alike.
 - Discounted consulting rates
- **Consulting Services**
 - Strategic guidance and project support for complex employee relations or compliance matters, policy development, recruitment & retention strategies, leadership coaching, performance management system design, employee complaints, performance and disciplinary matters and the like.



CLIENT ONBOARDING AND ASSESSMENT

Our new client onboarding process includes:

- An intake meeting with Leadership to review current issues, areas of concern or focus.
- Client Survey & Questionnaire to provide information of the workforce, culture and current HR practices.
- Intake interview(s) with designated employees and/or supervisors.
- Document Collection & Review.
- Compliance & Best Practices Assessment.
- Report with findings and recommendations for next steps.
- Report meeting to discuss recommendations, confirm subscription plan.

We charge our normal consulting rates for the above, discounted for subscription clients and work with you to define the specific scope and breadth of the assessment based on your specific needs and budget.



PRICING

Base Subscription Model

\$50 Per FTE Per Month

- Unlimited **general HR support** and **basic HR admin** via dedicated phone line and email for employees and managers to use for day-to-day questions, issues, etc.;
- 1 hour of **Strategic Consulting** per month FREE
- Consulting Discount - **\$200/hr** or **\$175/hr** if prepaid discounted from regular rate of \$250/hr.
- Discounted **Trainings** and Additional **HRH offerings**

Tailor Made Plans

In collaboration with you, we tailor our subscription model and pricing to best **meet your unique needs** and **budget**.

Some common considerations include:

- **Seasonal fluctuations** in staffing
- **Select Access** for Supervisors or Staff to HRH
- Pre Paid **Consulting Needs**
- **Additional Service Offerings** Including: ie: Recruiting, COBRA admin, tailored coaching, live trainings etc.)

We are not one size fits all - we prioritize cultivating culture to develop work environments that are empowering, scalable, and sustainable to meet your short and long-term goals.