



Do It Right, Do It Now!

Services from The Grange

Republic Consulting Services

Expert HR Support—Without the Full-Time Commitment

Republic Consulting Services are built for small and medium-sized businesses that need expert HR support without hiring a full-time HR professional. From compliance audits to performance management, we handle the HR complexities so you can focus on growth.

Phase One – Build a Strong HR Foundation (2–3 Months)

- Define your culture: align vision, mission, and values with your people strategy.
- Develop a compliant Employee Handbook and company policies.
- Stay compliant with key labor laws (FLSA, ADA, EEO, FMLA, I-9, classification).
- Create performance review systems and HR documentation.
- Strengthen hiring and talent acquisition.
- Train leadership teams on compliance and management best practices.

Investment: \$2,000/month (2–3 months)

Phase Two – Ongoing HR Support for Growing Businesses

- 10 hours/month of dedicated HR consulting (Tiered Support For Additional Hours).
- Workplace and harassment investigations.
- Conflict resolution and employee relations guidance.
- Strategic HR advice on workforce planning and culture development.
- Disciplinary and termination support.
- EEOC response assistance and annual HR assessment.

Investment: \$1,000/month (additional hours available)

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Expert HR Support— At a Tier that Meets Your Needs

When 10 Hours a month isn't enough to support your growing company's needs, The Grange stands ready to provide you with expanding support as you grow. At each stage of your growth, we have a service package for you. All tiers include unlimited executive level HR and legal support for HR related issues that arise.

Phase Two - Tiered Support

With each increased hourly need, we're there to support you.

- Standard Colonial Tier
 - 10 Hours/Month of Professional HR Support \$1,000
- Hamilton Tier
 - 25 Hours/Month of Professional HR Support \$2,000
- Madison Tier
 - 40 Hours/Month of Professional HR Support \$2,600
- Jefferson Tier
 - 80 Hours/Month of Professional HR Support \$4,400
- Washington Tier
 - 120 Hours/Month of Professional HR Support \$5,400

In the Grange: About Us

The Grange Strategic HR Consulting was founded with the vision of bringing the incredible power of value-driven cultures to small businesses. In an increasingly complex business environment, American companies can no longer rely on brilliant managers alone to solve every problem. Too many decisions need to be made too quickly for a small group of leaders to handle it all. Every employee must be a problem solver, capable of evaluating opportunities and finding the best path forward for the company. In short, every employee must contribute to the company's sustained growth.

In the early 2000s, CEOs of companies of all sizes depended on HR professionals to keep them compliant with the ever-growing regulatory landscape. But by 2010, mere compliance was no longer enough. Companies that only stayed within the boundaries of the law were falling behind their competitors.

By 2016, it became clear that companies with dynamic, problem-solving, and engaged cultures were outperforming others. Industry leaders like Google, Zappos, Qualtrics, and BambooHR raised the bar for cultural performance, integrating new generations of employees with ease while their competitors struggled to keep up.

As Tony Benjamin worked in the HR profession, he saw small employers struggling to integrate Millennials, and later Gen Z, into outdated business practices that hindered even the most forward-thinking companies. He also noticed that HR professionals were being increasingly sidelined by their more technical colleagues, growing dissatisfied with their roles as cost centers within organizations. HR was tolerated, but rarely valued, and professionals in the field were tired of reading articles like *"Why We Hate HR"* in *Fast Company*. They wanted a seat at the table.

Encouraged by a few visionary thinkers in the HR field, Tony began to develop a way for small companies to cultivate the same kind of innovative cultures driving some of the world's most successful companies. He realized that the key starts with defining the vision behind every great company and recognizing that policies, procedures, benefits, and perks are simply tools in the hands of skilled leaders.

The Grange is named after Alexander Hamilton's home in New York. It was from the Grange that most of his best ideas bloomed, took shape, and took flight. The Grange's vision is to "Create Prosperity by revolutionizing the Human Resources function in American Business."



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Call us at **(435) 817-7695**



Learn More at
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Email us at
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Get to know us by listening to The HR Life Podcast on Apple, Spotify, Amazon Music, your favorite podcast app or at:
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