



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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Republic Consulting Services

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.

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Learn More at
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Email us at
tony@thegrangellc.com



Get to know us by listening to The HR Life Podcast on Apple, Spotify, Amazon Music, your favorite podcast app or at:
<https://thehrlifepodcast.transistor.fm/>



The
Grange
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Services from The Grange

Training Services

Expert Training Without the Fulltime Commitment

When small companies need to train their employees or leadership teams they don't always know who to turn to without obligating themselves to a long-term expense, they can turn to The Grange. Customizable solutions that align with your Vision, Mission, and Values are critical to successful training. The Grange is ready to help.

The Grange Strategic HR Consulting offers several types of training that help companies grow and achieve their goals. All of these services are customizable, are available in person or virtually, and are conducted by professionals with decades of experience.

Each training can be scaled to your needs. From a basic onetime, meeting that is generic but covers all the bases for a small group, to a highly customized presentation for hundreds, you choose the tier that suites your situation.

Training Services Offered

- Anti-Harassment Training
- Leadership and Management 101
- Recruiting
- Candidate Interviewing
- Conducting Performance Reviews That Build Engagement
- Recruiting in the AC (After Covid) World.



Do It Right, Do It Now!

Anti-Harassment Training

When employees complain of harassment, they often use words they have heard in the media, but don't fully understand. The Grange believes that educating employees on the legal definition of what is and isn't harassment can change the nature of complaints. This approach encourages employees to report issues sooner (before they technically become harassment), report situations without using "magic words" they don't understand, legally protects the company, and takes the stigma out of reporting issues. Employees should both care about their co-workers AND want to protect the company. Help your employees understand and protect your company by calling The Grange Strategic HR Consulting today.

Anti-Harassment Training Includes

- The Legal definition of Discrimination.
- An introduction to "Protected Classes" and why they protect everybody, not just minorities.
- A Legal understanding of why Harassment is a form of discrimination.
- The kinds of harassment, and how to identify them when they happen.
- Why report them sooner rather than later.
- Real life examples to make the training concrete.
- A Brief overview for leaders on what to do when harassment is reported.

Anti-Harassment Training

Tiered Training

Customizable Tiers

Whether you're looking for a one-time quick training that teaches the basics for a small group, or a very in depth, customized presentation for a very large group, The Grange can help.

- **Basic Colonial Tier - \$400 + Expenses**
 - One-time 45 minute presentation for groups of 30 or less.
 - Interactive, in person presentation.
 - Legal definitions of Discrimination (two types of Discrimination), Harassment (two types of harassment).
 - How and when employees should report
 - 10 minute presentation to leaders on how to handle reports/complaints.
 - Q&A
- **Hamilton Tier - \$800 + Expenses**
 - Includes all Basic Colonial Tier information
 - One-time 50 minute presentation for groups up to 80 participants.
 - Customized to client's Vision, Mission, Values, and internal policy. With up to two hours of consultation/prep work.
 - Up to 30 minutes of training with leaders.
 - Basic HR training for leaders on how to conduct investigations.
- **Madison Tier - \$1,100 + Expenses**
 - Includes all Hamilton Tier Information and Services
 - One-time 50 minute presentation for groups up to 110 participants (may be divided into two groups)
 - Revised and customized, compliant policies to be included with company's employee handbook.
 - Up to 4 hours of strategic consulting, evaluating company culture, current issues, and recommendations for solutions.
- **Washington Tier - \$ 2,500 + Expenses**
 - Includes all Madison Tier Information and Services
 - One-time 60 minute presentation for groups of 110 plus participants (Divided into unlimited sessions).
 - Up to 8 Hours of strategic consulting within 60 days of the presentation.
 - "Quick call" consulting for three months for serious issues that arise.
 - One hour of advanced investigation training.

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Services from The Grange

Delaware HR Support Services

Services for Small Insurance Brokers & HR Service Providers

Competing with larger firms isn't about size; it's about strategic partnerships that add value. Like Washington crossing the Delaware River against overwhelming odds, at The Grange, we believe small B2B can compete and win by expanding their client offerings without expanding overhead.

As a small insurance broker, payroll provider, or business service firm, your clients rely on you to handle their essential business needs. But what if you could offer them HR support, compliance guidance, and employee relations consulting without the overhead of an in-house HR team?

With The Grange, you can.

We partner with small and mid-sized B2B service providers to help them expand their offerings by adding HR consulting as a value-added service. Now, you can provide clients with expert HR support while maintaining your core focus

We integrate with your existing services, allowing you to:

Provide clients with 30-minute HR consultations for compliance issues, employee relations, and workforce management

Offer additional specialized and customized HR support at competitive rates

Help clients navigate complex regulations like FMLA, ADA, and EEOC for HR compliance and risk management.

Support the development of competitive employee benefits packages while ensuring compliance with labor laws

By partnering with The Grange, you:

- Differentiate your business and stand out from competitors by providing HR compliance and employee relations support.
- Expand Your Services by adding HR consulting to strengthen your client relationships.
- Increase retention by addressing more clients' pain points.
- Deliver expert HR services to your clients without hiring an in-house HR team.



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Delaware HR Support Services

Frequently Asked Questions (FAQ's)

1. How can The Grange help my business offer HR consulting services?

We partner with small insurance brokers and B2B service providers to seamlessly add HR support to their offerings. This allows you to provide HR compliance, employee relations, and workforce management consulting to your clients without hiring an in-house HR team.

2. What types of HR support can my clients access?

Your clients receive 30 minutes of HR consulting (per incident), compliance guidance (FMLA, ADA, EEOC, etc.), employee benefits strategy, workforce policies, and more at no charge. Additional support can be purchased as needed.

3. How does pricing work for HR support?

Our annual contract, paid monthly, is with you. We charge a flat rate based on the number of clients eligible for the service. Some clients may use the service weekly and others only a few times a year, but your cost stays level throughout the year. We offer flexible pricing plans, depending on the number of clients in the program. Clients may purchase additional hours of consulting at a 20% discount. This ensures your clients get the right level of support for their needs.

4. How does this help my business grow?

By expanding your service offerings, you can differentiate yourself from competitors, increase client retention, and attract new businesses looking for comprehensive support.

5. Can my clients customize their HR support?

Yes! Whether they need help with compliance, employee relations, or benefits strategy, we tailor our support to their specific needs.

6. What is the Cost?

The Grange will negotiate an annual rate per client with you. The higher the number of clients the Cheaper per client The Grange Can make it.

Let's Get Started Today!



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