



HR Complete

A truly

easy
valuable
affordable
measurable
scalable

way to gain a competitive edge
and evolve your business.

HR Complete is the premier full-service HR compliance and strategy solution for your clients.

Offering the industry's most comprehensive HR protection and support, your clients will be partnered with one of our certified HR Pros, who will ensure they reach their HR goals.

6 REASONS WHY **HR COMPLETE** SHOULD BE PART OF YOUR OFFERING

1

Attract more clients

By offering HR Complete alongside your services, you're able to provide prospects with a full service payroll and HR solution. It provides prospects with the HR protection they need and you with a powerful competitive advantage.

2

Retain your current ones

Research shows that nearly 1 in 3 organizations will consider switching their payroll provider in the next one to two years. Including HR Complete with your offering is an effective way to strengthen client relationships and underscore your role as an indispensable partner.

3

Generate consistent, scalable revenue

With HR Complete, you set your client pricing. That flexibility lets you better map out your return on investment and provides you with a predictable, scalable revenue stream.

4

Easy implementation and zero maintenance

HR Complete isn't a technology integration, so there's no development needed on your end. It's delivered through our platform via our dedicated HR Pros. We make it a snap to get started and we take care of all of the maintenance .

5

Your brand stays front and center

HR Complete is fully private-labeled, so you and your brand stay top of mind with your clients. It's a level of service you won't find anywhere else in the industry.

6

Second to none customer service

Since HR Complete is offered under your brand, we take our service to your clients very seriously. Our team of HR Pros has earned a customer satisfaction rating of 4.9 out of 5 for the past six years, and 95% of clients would recommend us to others.

HR COMPLETE

A PROACTIVE APPROACH WITH SERVICES YOUR CLIENTS WILL LOVE

A tailored HR Action Plan

After we pair your clients with the dedicated Pro that best meets their needs, that Pro starts building their HR action plan. It maps out HR tasks, initiatives, and goals to ensure their organization is compliant and protected.

Regular Check ins

Your clients and their HR Pro will check in regularly to discuss progress on their HR Action Plan, review milestones, and define upcoming priorities. Your clients can control the agenda and the frequency of the check ins, on a schedule that works for them.

Live HR Helpline

Your clients can contact their dedicated HR Pro to help answer questions and solve challenges when they happen. If they experience an HR issue, we'll be there to help. We'll also proactively advise them on how to avoid HR issues before they occur.

Quarterly Business Report

Your clients will see the return on their investment each quarter with our easy-to-read quarterly report, outlining projects completed and concrete ways their organizations have made their HR more efficient and effective.

Custom Handbook review and development

A compliant employee handbook is one of the most important documents for any organization. We'll work with your clients to update their existing handbook — or create a handbook tailored to their organization's specific needs and circumstances.

Online HR Helpdesk

Our HR Support Center Helpdesk is full of information, tools, and trainings to help your clients manage their HR issues. They can access past conversations with their Pro, get customized documents, submit HR questions, and much more.

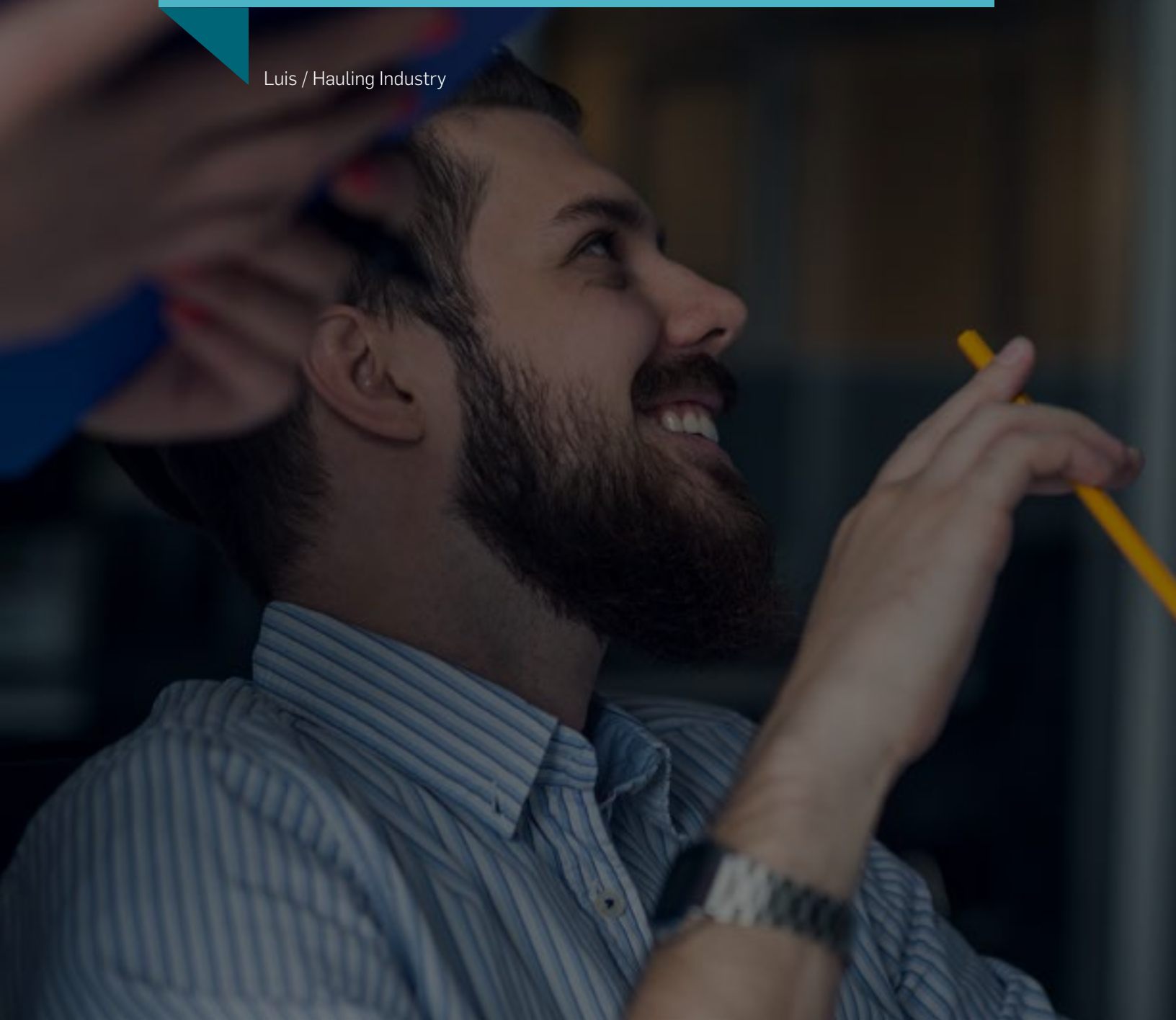
HOW HR COMPLETE WORKS


SAMPLE TIMELINE: FIRST 15 MONTHS

Program review	First Ninety days	Q1	Q2	Q3	Q4
HR Compliance	<ul style="list-style-type: none"> » HR Action Plan » Employee Handbook and Workplace Policies » eAlerts and eLearnings 	<ul style="list-style-type: none"> » Required workplace postings checklist » 1099 Compliance Review » eAlerts and eLearnings 	<ul style="list-style-type: none"> » Employee records retention policy » eAlerts and eLearnings 	<ul style="list-style-type: none"> » Annual Compliance & Policy Review » eAlerts and eLearnings 	<ul style="list-style-type: none"> » Employee Handbook and Workplace Policy Update » eAlerts and eLearnings
Recruiting and Hiring	<ul style="list-style-type: none"> » Compliant job application » Compliant job description template 	<ul style="list-style-type: none"> » New hire letter template » New hire kit of required state & federal forms 	<ul style="list-style-type: none"> » Onboarding checklist » e-Recruiting (JD, Phone Screen Template, Interview Questionnaire) 	<ul style="list-style-type: none"> » Candidate Screening Support and Education 	<ul style="list-style-type: none"> » Onboarding Program Analysis
Talent Management		<ul style="list-style-type: none"> » Harassment Prevention Training 	<ul style="list-style-type: none"> » Wage and Hour Training 	<ul style="list-style-type: none"> » Leaves Compliance and Training 	<ul style="list-style-type: none"> » New Manager Training
Compensation, Rewards, and Performance			<ul style="list-style-type: none"> » Total Compensation Template 	<ul style="list-style-type: none"> » Performance Management Program Analysis 	<ul style="list-style-type: none"> » Employee Recognition Program Development
HR Program Management	<ul style="list-style-type: none"> » Welcome call » HR Helpdesk training » Client profile development » 100-day client report 	<ul style="list-style-type: none"> » Client review meeting 	<ul style="list-style-type: none"> » Client review meeting 	<ul style="list-style-type: none"> » Client review meeting » Client profile updating 	<ul style="list-style-type: none"> » Client review meeting

“My HR Pro was both professional and funny. It was so easy to speak with her. She is pushing for the extra 6th star in every category!”

Luis / Hauling Industry





“WOW! We are totally blown away by the fantastic help that we’re receiving through the HR Support Center Help Desk and HR Complete!”

Dawn / Professional Baseball Team



HRANSWERLINK: BY THE NUMBERS

4.9 / 5

RATING

Avg. HR Pro user rating for
6 years running

95%

SATISFACTION

Over 9 out of 10 clients would
recommend us

50

STATES

We provide consulting for all
50 states

GET STARTED

To learn more about how HR Complete can benefit your clients and grow your business, contact:

JULIE SALTRELLI

National Sales Manager

503.821.3647

julies@hranswerlink.com







Great HR has the power to transform. When you partner with HRAnswerLink, your clients have access to a team of certified HR Pros who love what they do, backed by the industry's best helpdesk software. Visit us online or call us to learn more about how we can help your clients and grow your business.

hranswerlink.com | info@hranswerlink.com | (877) 882-2237