

HR Management Options	Risk	Flexibility	Recruit/ Search Costs	Base Comp.	Bonus - 15% of Base	Payroll Benefits Perquisites - 35% of Base	Overhead Allocation	Total Costs
<p>Option 1 - Traditional HR Dept</p> <p>Organization hires Senior HR Director and HR Assistant; department assess/designs, implements, maintains HR function with minimal Consulting assistance.</p>	High	Low	High (30%-35% 1st Yr Comp.)	\$135k- \$165k	\$20k-\$25k	\$47k-\$58k	High (staff)	High
<p>Option 2 - Hire Sr. HR Generalist + Consult/ legal</p> <p>Organization hires HR Manager with SharedHR help; SharedHR assess/designs HR function; helps implement and maintain.</p>	Moderate	Moderate	Moderate (30%-35% 1st Yr Comp.)	\$75k- \$95k	\$11- \$14k	\$26 - \$33k	Moderate (staff)	Moderate
<p>Option 3 - Promote Sr. HR Generalist + Consult/ legal</p> <p>Organization promotes internally with SHR help/career development; SHR assess/designs function, helps implement and maintain.</p>	Low	Moderate	N/A	\$75k- \$95k	\$11- \$14k	\$26 - \$33k	Moderate	Moderate
<p>Option 4 - SharedHR Outsourcing</p> <p>SharedHR Consultant(s) for onsite/offsite HR service to organization; SHR assess/designs HR function helps implement and maintain.</p>	Low	High	N/A	N/A	N/A	N/A	Low	Moderate
<p>Option 5 - Employee Leasing/PEO</p> <p>Client leases all employees – joins organization as joint employer. PEO provides non-custom admin services only.</p>	Moderate	Low	N/A	N/A	N/A	N/A	Low	Moderate
<p>Option 6 - Do Nothing</p> <p>React to problems as they occur; hope big ticket liability happens only to competitors; hope employee effort results with high performance by itself; hope future leaders and quality workforce develop naturally.</p>	Highest	Lowest	N/A	N/A	N/A	N/A	Low	Low – High (roulette)