

Barbelo Group

HR Startup Solutions



SERVICES AVAILABLE

OUTSOURCING

We can act as your HR Department, or help you strengthen your existing HR Services.

CONSULTING

The option to choose the level of support you need saves your business time and money.

STAFFING

From full-time to on-demand temporary support, we provide the right people when you need them

SIX SIGMA

Simplifying and standardizing your HR practices allows you to leverage your employees and focus on performance.

USE OUR TIME TO SAVE YOU MONEY, THE PERFECT SOLUTION FOR YOUR BUSINESS

Thank you for your time and interest in Barbelo Group. We are an HR Solutions Company that provides HR services and support on whatever level your business requires.

New companies like yours have ambitious growth goals. Whether you chose to bootstrap your way to success or, have managed to secure capital from eager investors, one question remains: How quickly can you turn a profit?

Barbelo Group provides simple, cost-effective turnkey solutions to help you manage your legal and payroll responsibilities, provide top tier health and wellness benefits integration and human resources administration-related risks and responsibilities. Our Human Capital Strategists have a superior understanding of the unique challenges associated with establishing and growing a new firm.



getting off on the right foot early
is always **Best**



A La Carte Services

- ✓ Policies & Procedures, documents, and handbooks
- ✓ Job descriptions and performance appraisals
- ✓ Compensation Consulting and bonus plans
- ✓ Complete Outsourced HR function
- ✓ Team Building, Executive Coaching, and Management Training
- ✓ Employee Benefits, payroll; insurance, and 401K
- ✓ Compliance –EEOC, OFCCP, AAP, FMLA
- ✓ HR Audit
- ✓ Manager Manual
- ✓ Safety Plan
- ✓ Training
- ✓ Staffing
- ✓ And More...See full list

CONTACT INFORMATION

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HR for Startups

What makes an entrepreneur tick?

Is it that rush of creating a company from scratch? Is it the feeling that you are on the brink of the "next big thing"? Disruption! All those countless hours spent working hard and feeling fulfilled doing exactly what you love. Yet, it is likely the last thing on every founder's mind is Human Resources. The thought of making a comprehensive employee handbook, processing each employee's payroll and payroll taxes, comparing and administering employee benefits plans, etc. can make any entrepreneur cringe behind their keyboards.

Why Barbelo Group?

Plain and simple, you can focus on what your business is good at. HR is a complicated and time consuming discipline. It requires a balance between the needs of employees, the needs of the business owners, and complete understanding of ever-changing regulations. Would you ask a developer to do an accountant's job? Probably not. Investors also like the liability protection that an outside HR company offers.

Can't I just hire an HR professional?

Yes you can. This HR person may do a great job, if they know what they are doing. Yet, is recruiting and managing an HR resource a good use of your time? The Barbelo Group has highly trained and certified professionals that can tackle HR issues for you. You get a dedicated HR team of at least 1 HR Manager or VP, a recruiter and account executive. You also have access to our HR Specialist team i.e. compensation, training and compliance. If you have office staff that are filling your HR role, we can also work with these team members and provide consultation and guidance.



Let's get started

“Worry free while you're in control
The perfect Fit”

HR TEAM Retainer

Have your own dedicated HR team whenever you need them without paying a monthly salary. Your dedicated HR team includes a HR Manager or VP, a recruiter and Account Executive, plus, access to our specialized HR team. You only pay for services you use.

Options:

- 1. Pre-paid retainer** – discounted rate, use whenever you need (phone, email or in person) does not expire
- 2. Part-time HR On-site** – regular on-site visit (weekly, bi-weekly, monthly)

“The benefit of being in control -scaling up or down, working on a month-to-month basis, making budgeting easy”

STAFFING

From full-time to on-demand temporary support, employers receive highly skilled and cost effective solutions. We provide the right people when you need them.

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HR Kick- Starter

Our HR Kick- Starter gets your business off to a great HR start. Have the peace of mind and eliminate the guess work of what you need. This full suite includes customized, internally branded, comprehensive human resources tools and education along the way. The HR Kick- Starter is Ideal for startups with less than 5 employees or employers who simply just want to make sure they have all the necessary forms and resources to stay compliant and support their employees' needs. This suite is usually partnered with the retainer program to ensure continued support whenever you need HR help.

- Complete hiring, recruitment, and interview guide to attract the best talent.
- Employee communications materials offering the professionalism of a larger company.
- An orientation program to start each member of the team off right.
- An Employee Handbook or Guide to let the entire company know what to expect and is expected.
- Performance Management guidelines and templates to keep the team motivated.
- A complete HR Library full of necessary forms, checklists, templates, and more.
- Regular, comprehensive updates help ensure state and federal compliance are met and costly litigation avoided.
- A complete Users Guide provides an HR tutorial.
- A subscription model payment plan that helps you preserve capital

HR Builder

All inclusive, most popular package for startups and mid-sized companies who have internal resources we can train and walk through the process. This is a 1 year step progression plan to build your internal HR

Stages	What do you get?
Initial set up	HR audit, Handbook review and update, manager manual, job description reviews, safety plan
First 6 months	By-weekly (2 days/month) site visit to train managers and employees, address HR issues, meet with employees and managers, any HR help needed Unlimited access to HR via email and phone. Access to Employment and Labor lawyer
After 6 months	Unlimited access to HR via email and phone 1 half day site visit per month to perform any HR need

