ROOTED IN HR PARTNERS

COMMERCIAL & PARTNER CAPABILITY STATEMENT

HRIS/HCM IMPLEMENTATION | PROJECT & PROGRAM MANAGEMENT | HR CONSULTING

SBA-CERTIFIED

SDVOSB

WOSB

VOSB

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ENGAGEMENT MODELS

- Client-side project leadership
- Consulting & subcontract capacity
- Defined project engagements
- Fractional / interim support

Practical HR expertise that carries complex work from decision through implementation.

RinHRP brings structure to HR systems, projects, and operations – with clear ownership, disciplined delivery, and usable results.

CORE CAPABILITIES

HRIS/HCM Implementation Leadership
Requirements, planning, testing, data validation, training, go-live readiness, and stabilization.

HR Technology Consolidation
Process rationalization across fragmented systems and workflows.

HR Project & Program Management
Scope, milestones, RAID, stakeholder coordination, vendors, decisions, and delivery governance.

HR Operations & Process Improvement
Multi-entity alignment, workflow redesign, documentation, controls, and sustainable handoff.

Defined HR Initiatives
Compensation and job structure, benefits and retirement programs, policy/handbook work, compliance remediation, and post-acquisition HR integration.

Fractional & Interim HR Leadership
Senior HR leadership for transitions, capacity gaps, or a defined period.

HOW WE WORK

ASSESS	DESIGN	EXECUTE	ADOPT	STABILIZE
Current state and the business need.	Requirements, owners, success measures, and the plan.	Stakeholders and vendors coordinated through execution.	Training and change adoption.	Stabilize, document, and hand off the work.

WHY RINHRP

1. **Proven HRIS implementation leadership**
   Led or co-led three HRIS implementations with progressively greater responsibility.
2. **HR expertise plus structured execution**
   20+ years of HR experience paired with hands-on implementation and project discipline.
3. **Built for multi-entity, operational complexity**
   Experienced where HR, payroll, benefits, systems, and compliance intersect.
4. **Results clients can run without us**
   Practical structures clients operate after the engagement – not consultant-dependent processes.

FEATURED EXPERIENCE

Post-Acquisition HRIS Consolidation & Implementation

PRIOR TO RINHRP · MULTI-ENTITY EMPLOYER

5	5	1	~$20K
AFFILIATED COMPANIES	SYSTEMS ELIMINATED	UNIFIED UKG READY ENVIRONMENT	FIRST-YEAR HRIS SAVINGS

Following a series of acquisitions, led a multi-entity UKG Ready implementation and PEO exit across five affiliated companies, consolidating and eliminating five separate HR systems across payroll, HR, timekeeping, recruiting, and benefits. Managed requirements, process alignment, data conversion, integrations, testing, training, change adoption, go-live, and stabilization – moving the organization to one unified environment.

ADDITIONAL FOUNDER EXPERIENCE

~$70K Workers' compensation redesign across legacy entities through a PEO exit – approximate first-year savings.

- 401(k) implementation and legacy plan consolidation; benefits strategy and open enrollment delivery.
- Multi-entity HR standardization across job structure, compensation, PTO, policy, compliance, and operating processes.
- Post-acquisition HR integration across two organizations, aligning systems, policies, compensation, benefits, and operating processes after close.
- Cross-functional change leadership across executives, Finance, Payroll, Operations, employees, and external providers.

PLATFORM EXPERIENCE

UKG | ADP | Paycor | Paycom | Paychex | BambooHR | Employee Navigator

Platform experience varies by system and may include administration, project leadership, process design, integrations, testing, or end-user operations. It does not imply implementation expertise on every platform listed.