ROOTED IN HR PARTNERS

CAPABILITY STATEMENT

Rooted in HR Partners, LLC | Rooted in People. Built for Growth.

HRIS/HCM IMPLEMENTATION · HR PROJECT & PROGRAM MANAGEMENT

SBA-CERTIFIED

SDVOSB

WOSB

VOSB

FOUNDER & PRINCIPAL CONSULTANT
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UEI
KV7ZFVA3VT86

CAGE
17TN4

SERVICE AREA
Nationwide / Remote

Available for prime and subcontracting engagements — federal, state, local, prime contractor, and commercial clients

RinHRP provides HRIS/HCM implementation project leadership, HR project and program management, defined HR consulting engagements, and fractional HR leadership. Founder Jacinta K. Johnson brings 20+ years of HR experience and carries complex, cross-functional initiatives from assessment and requirements through implementation, adoption, and stabilization.

CORE COMPETENCIES

- **HRIS/HCM Implementation & Project Leadership**
- **HR Project & Program Management**
- **HR Technology Selection & Optimization**
- **HR Operations & Process Improvement**
- **Employee Benefits Consulting & Administration**
- **Compensation & Total Rewards**
- **HR Compliance & Policy Development**
- **Fractional & Interim HR Leadership**
- **Multi-Entity HR Integration**

Also: HR transformation, organizational effectiveness, change management and adoption, training, job architecture, and performance management.

DELIVERY APPROACH

ASSESS → DESIGN → EXECUTE → ADOPT → STABILIZE

Current-state discovery, gap and risk analysis, stakeholder validation, requirements, future-state design, governance, implementation, training, and post-implementation stabilization.

PRINCIPAL EXPERIENCE

HR technology: Most recently served as Project Manager for a multi-entity UKG Ready implementation and PEO exit spanning payroll, HR, timekeeping, recruiting, and benefits, consolidating five HR systems into one and delivering approximately **$20K in first-year HRIS savings.**

HR infrastructure: Multi-entity policy and handbook consolidation, PTO redesign, compensation and job architecture, benefits and retirement-plan programs, compliance remediation, and workers' compensation redesign through a PEO exit, achieving approximately **$70K in first-year savings.**

Cross-functional transformation: Initiatives coordinated across executive leadership, HR, finance, payroll, operations, technology providers, brokers, and external vendors.

WHY RINHRP

1. **20+ years of practical HR leadership**
   Senior HR judgment applied to operations, compliance, benefits, compensation, and workforce programs.
2. **Proven HRIS implementation leadership**
   Led or co-led three HRIS implementations with progressively greater responsibility, including project management of a multi-entity UKG Ready implementation.
3. **HR expertise plus structured execution**
   Bridges HR subject-matter knowledge with disciplined planning, governance, risk and issue management, and accountable delivery.
4. **Cross-functional coordination**
   Aligns HR, payroll, finance, operations, executives, and technology vendors around one plan and one set of decisions.
5. **Complex initiatives, carried to stability**
   Multi-entity, multi-location work delivered past recommendations to execution, adoption, and stabilization.

NAICS CODES

541612	Human Resources Consulting Services **PRIMARY**
541611	Administrative Management & General Management Consulting Services
541618	Other Management Consulting Services
611430	Professional & Management Development Training

Government & Prime Support

RinHRP supports federal, state, local, prime contractor, and commercial clients on defined HR and workforce projects, implementation leadership, program support, process improvement, and organizational initiatives—each with clear deliverables and accountable project leadership.