



HR Engagement Analytics, LLC

HREA

Where HR Meets Business Acumen

Who We Are at HREA

Mission

To engage employees for maximum organizational resilience, relevancy, and effectiveness through the application of HR best practices and data analysis.

Vision

To be a leading HR business partner in the HR industry.

Values

People, Client Experience, Learning, and Diversity, Equity, and Inclusion

Our Approach to HR

We believe all employees have potential and intellectual abilities and should be respected.

We believe in a proactive approach to HR anticipating challenges before they arise.

We believe all HR functions are interrelated with business goals and strategy with each part impacting the success of the other.

Service Options and Pricing

HR/Operations Support

- Background and/or Credit Checks via Checkr – Price dependent on request
- Criteria Corps Assessments - \$50 per employee/per assessments
- Handbook Reviews (\$70 per hour)

Compensation Support (\$85 per hour or fixed fee)

- Compensation Philosophy Review/Creation
- Job Description Reviews/Organization
- Job Matching for Salary Ranges
- Compensation Structure Review/Creation
- Total Rewards Statement/Employee Value Proposition
- Salary.com Access for Job Matching

Employee Opinion Surveys (Up to 100 Questions)

0-50 Respondents - \$1,100

51-149 Respondents - \$1,650

150-300 Respondents - \$2,200

300-500 Respondents - \$2,750

500+ Respondents - \$3,250

*This includes one (1) debrief. Additional debriefs/presentations are \$70 per hour.

360s (Multi-Rater Feedback Surveys)

New Survey - Per Subject - \$700

Previously Used Survey/Repeats - Per Subject - \$550

*Debriefs/presentations are \$70 per hour.



Lifecycle [Onboarding, Exiting, Customer Feedback] Surveys (Up to 30 Questions)

Open Year-Round with Dashboard Access - \$1,955

Open Year-Round with Quarterly Reporting (no Dashboard access) - \$1,445

In Person Requests – Travel

In Area (Fort Collins to Colorado Springs) - \$30 per hour driving time

Out of the Area – Flight & Hotel

Invoicing

Any requested/agreed upon changes to the scope of the project may require an adjustment to the projected hourly rate/project cost.

Invoices are emailed monthly through QuickBooks for services performed during the previous month (for hourly projects) and upon completion of the project (for fixed-fee projects), due within 30 days of receipt.

Payment forms currently accepted - Credit Card, Electronic Check, ACH, Venmo, and Zelle

HREA understands the responsibility to respect the confidentiality of your organization and any of your business partners/clients.

www.hrengagementanalytics.com - Boulder, CO

