



## About the Survive Plan

The **Survive Plan** is a 12-month HR consulting service by **HR MOM LLC**, is designed for small, early-stage businesses that need expert HR guidance without the cost of hiring in-house. Tailored for companies with fewer than 15 employees and revenue under \$300K, this plan focuses on establishing strong HR foundations and ensuring compliance.

Through a flat monthly rate, clients receive unlimited HR support via calls, emails, and texts, as well as onsite and remote hours within a 15-mile radius of Philadelphia, PA (19151). Additional travel can be negotiated at cost.

This is ideal for companies who are building structure, stabilizing people operations, or recovering from

inconsistent HR practices. It's practical, supportive, and aligned with your reality.

## Who It's For

- Microbusinesses and small teams without dedicated HR
- Startups navigating employment law and compliance
- Founders overwhelmed by people issues or HR documentation
- Businesses ready to formalize HR practices for stability and growth

## What's Included

- ✓ 24/7 access to HR MOM Chat for instant questions and support
- ✓ Scheduled onsite/virtual HR presence for key activities
- ✓ Expert guidance on compliant policy development and day-to-day people management
- ✓ Foundational HR systems that scale with your growth

## Sample Services

- SOP and Policy Development
- Internship Pipeline Setup
- Employee Handbook Creation & Annual Updates
- Workers' Comp Audit Support
- Independent Contractor (IC) Contracts & Tax ID Setup
- I-9 Compliance, Document Control, and Garnishment Support
- Progressive Discipline and Performance Review Support
- UC Claims Handling and Audit Navigation
- Employee Relations & Conflict Resolution

## Why Choose the Survive Plan?

Because building a business shouldn't mean sacrificing compliance or clarity. The Survive Plan offers practical, judgment-free HR support that grows with you. We give you the tools to feel confident about your people decisions while building systems that protect your business and create space for future success.