You Didn't Get Into This Trade to Become an HR Director

At eight employees, you already are one.

Maybe you're the best electrician on your crew. Nobody ever taught you payroll, benefits, or what OSHA expects to see in a filing cabinet. So you've been doing all of it at night, between bids — or not at all, and hoping.

Here's what most trades owners don't know:

Half of safety compliance isn't a job-site problem at all. It's a paperwork problem. And paperwork is HR's job.

Field Manages This

- Toolbox Talks
- Corrective Action
- Hazard Spotting
- Incident Triage

That second column is the one that generates fines. It's also the one nobody in the company owns.

Somebody Has To Manage This

- Toolbox Talk Program - Schedule, Forms, Filing, Follow-Up
- Your Written Accident Prevention Plan
- OSHA 300 and 300A Logs
- Incident Documentation
- Training and Certification Records
- When a Citation Lands, the Conversation With the Agency that Decides How Severe it Gets Classified

The Numbers, Straight:

14 Years

Fall protection has been OSHA's most-cited construction standard for fourteen consecutive years.

$16,550

2026 federal maximums: $16,550 per serious violation. $165.517 per willful or repeated violation

90.2%

90.2% of specialty trade contractors have fewer than 20 employees. Almost none have anyone doing this work.

50-200%

Replacing one employee costs 50-200% of their annual salary. In a 12 person shop, that's a quarter.

You Don’t Need to Hire Anyone. You Need Backup.

Amplēo HR embeds a senior HR expert into your business - someone who has built this infrastructure before, for companies exactly your size. Not software. Not a PEO that processes payroll and disappears. A real person.

Here’s How It Goes:

01

Talk To An HR Expert.

Get a free consultation with a senior HR partner - not a sales representative - for all your HR, safety, and compliance questions.

02

Get Your Gaps Mapped.

We audit what you have: safety documentation, payroll, benefits, hiring, and the informal stuff nobody wrote down. You get the list, whether or not you hire us.

03

Get The Backup.

We build what’s missing and hand it over. We put the right systems in place. The expertise is temporary. The infrastructure is permamanet.

Right-Sized, Three Ways

EXTEND HR - Added expertise alongside whoever’s handling it now. Most trade shops start here.

TOTAL HR - We become the HR function: compliance, payroll, benefits, and hiring.

PROJECT HR - One defined outcome. Build the Accident Prevention Plan. Fix the benefits package. Get through the citation

What Changes

- Your safety paperwork is current and you know it.
- Payroll runs without you thinking about it.
- You've got a benefits package good enough to win the apprentice deciding between you and the shop across town.
- And the evenings you were spending on administration go back to your family, or bidding the work that actually grows the company.

Since 1996, Amplēo has helped more than 13,000 companies grow. 400+ embedded experts across all 50 states.

TALK TO AN HR EXPERT
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