



2026  
SERVICES GUIDE

# Welcome to TMC

Welcome to Taryn M Consulting! I'm thrilled to embark on this journey of collaboration with you. At TMC, we specialize in Human Capital Consulting, offering more than just traditional HR services.

Our mission is to inspire and empower you while delivering exceptional service to help you achieve your goals. We've designed our approach to provide a solid foundation and purpose behind every project we undertake together. We recognize your potential to surpass your business aspirations, and we're here to guide you toward unlocking new possibilities.

We can help with everything HR:

- CHRO Strategy & Support
- Recruiting & Onboarding
- HR Marketing & Engagement
- Position Descriptions
- Employee Handbooks
- Policy & Procedure Writing
- Performance Management
- Workplace Culture
- and more

At TMC, our clients are at the heart of everything we do, and I am fully committed to ensuring your satisfaction throughout our partnership. Thank you for choosing TMC to support your business needs. I look forward to collaborating and achieving great things together!



Owner + Operator  
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## Taryn M Johnson-Kline, SHRM-CP, CPDM Owner + Operator

HR doesn't have to be complicated or overwhelming. Taryn M Consulting helps businesses cut through the confusion, handle workplace challenges, and create teams that work well together. With HR-On-Demand services, Taryn provides her clients with flexible, customized support so businesses can get the help they need, when they need it, without the overhead of a full-time HR team.

With a Bachelor's degree in Psychology and a background in human resources, program management, and executive support, Taryn has spent over 20 years helping businesses improve their HR processes, empower their teams, and turn their operational gaps into strengths. She holds multiple professional certifications, including SHRM-CP, CPDM, and a certificate in Contract Management from UC Irvine.

But beyond credentials, what sets Taryn apart is her ability to make HR feel approachable, practical, and useful. Clients trust her because she knows their industries, understands their challenges, and offers clear guidance based on two decades of experience in the HR arena.

She makes HR work for the business, not the other way around. With Taryn on your team, HR becomes practical, straightforward, and, dare we say...even fun? She's the person you call when you need great advice on how to navigate a tough workplace situation, build a more engaged and inspired team, or just get some honest guidance without feeling like you're being lectured.

At the end of the day, HR is about helping people and businesses reach their fullest potential, and that's exactly what TMC is here to do.

# Pricing Models Available:

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Human Resources is not a one size fits all solution. TMC approaches every challenge with both strategy and empathy to create solutions that actually fit the needs of each organization. No one-size-fits-all approaches here. Taryn takes the time to understand every team, helping businesses build stronger leadership, improve team dynamics, and create workplaces where people thrive.

**Standard Hourly-Rate:** This option operates on a time-based arrangement, where billing occurs on a monthly basis, calculated by the number of hours worked. It ensures transparency and flexibility in our service delivery.

**Project-Based Rate:** Prior to commencing a project, we collaborate closely to establish a fixed rate based on the specific project requirements. This approach provides clarity and enables efficient budgeting for your projects.

**Monthly Retainer Packages (most popular):** Our retainers are designed for *ongoing* support. All retainers are billed monthly, with a minimum 3-month commitment. This retainer will be formed to meet you exactly where your needs are.

## THE INVESTMENT

At TMC, we are all about creating empowered humans and it is no different for making our clients empowered.

We want our services to be affordable for your small business, that is why we are happy to work with you for our **standard hourly rate of \$195**.

We have the option of a free 15-minute discovery call to see if we can help you!

# Retainer Packages Include:

At TMC, we understand that human resources is not a one-size-fits-all solution. We take pride in investing time to sit down with our clients, learn about their business, understand their goals and values, and create HR solutions that are the best fit for their unique needs. Our personalized approach ensures that your HR strategy aligns with your organizational culture and objectives, driving success and fostering a thriving workplace.

Our Retainer Services Include: Virtual sessions, HR Strategic Consulting, Employee Relations & Compliance, Compensation Plan Support, Recruitment & Onboarding Process Development, Performance Management, General HR Administration, Coaching, Leadership Development Support, HR Mentorship, and other Ad hoc questions

*Does not include legal representation, payroll processing, direct candidate sourcing or recruiting services, or benefits broker and insurance administration. However, TMC can provide trusted referrals and recommendations for qualified professionals in these areas.*

Tier	Hours / Month	Monthly Fee (Min.)	Effective Rate	Best For
Essentials	1 hr	\$195	\$195/hr	Individuals or micro-teams seeking monthly HR guidance or compliance support
Core	5 hrs	\$875	\$175/hr	Small orgs that need consistent HR access for advice, templates, or quick project work
Partner	Up to 15 hrs	\$2,200	\$146/hr	Established nonprofits or small businesses needing hand-on HR partnership and deliverables
Premiere	Up to 30 hrs	\$4,600	\$153/hr	Growing or complex organizations seeking fractional HR Director-level support and strategic partnership

**All packages can be tailored to your business needs.  
The availability of retainer packages is limited.**



# Retainer Add-Ons & Custom Work:

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Add-On	Rate	Notes
Additional hours	\$195/hr	Added as needed or billed to next cycle
On-site visit or facilitation	\$250/hr	Includes travel time if applicable
Employee Engagement Survey	\$3500 (up to 100 FTE)	Based on the scope, it includes an executive summary, recommendations, a management presentation, and a sample communications plan
Policy or Handbook Overhaul	\$1500-\$2500	Based on the scope
Virtual or on-site investigations	Starts at \$250/hr	Based on the scope
HR Compliance Audit	\$1,500 flat	Includes executive summary & recommendations
Compensation Plan Design	\$5,000-10,000	Based on the scope, including pay philosophy, salary ranges, internal and external market equity reviews, and recommendations

## Billing & Engagement Terms

- Billed **monthly in advance** via Bill.com (recurring on the 20<sup>th</sup> of each month)
- **Unused hours do not roll over**; this encourages proactive engagement
- **Three-month minimum commitment**, then month-to-month renewal, 30-day termination notice

# Other Services:

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## Professional Coaching & Supervisory Mentorship

TMC's 1:1 professional coaching provides HR practitioners and emerging supervisors with the guidance, tools, and confidence needed to lead effectively. Sessions are customized to each individual's strengths, development areas, and leadership goals—supporting growth, improving performance, and fostering long-term career success.

### Coaching Package Includes:

- Goal Alignment: Clarify leadership, HR practice, and career development objectives.
- Skill Building: Strengthen core competencies such as communication, decision-making, delegation, conflict resolution, and strategic HR thinking.
- Performance Enhancement: Identify obstacles and apply practical strategies to improve supervisory effectiveness.
- Career Advancement: Provide mentorship on career pathways, professional branding, and long-term growth within HR and leadership roles.



Contact TMC to learn more or to schedule a coaching consultation.

## Performance Review

Engage with your employees and build an incredible workplace culture by checking in with your teams and reviewing their performance.

### Package Includes:

- Up to Quarterly Pulse Checks: Conducted by TMC – 30-minute one-on-one conversations with each employee.
- Annual Performance Review: A one-hour interview with the supervisor/manager of each employee, supported by TMC

The starting price is \$5,500 for up to 10 employees.

# Why TMC?

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"Taryn has been an HR partner that I can rely on when I need guidance or someone to talk things through. She provides tools and resources that I can continue to reference. I can trust her knowledge and experience and feel reassured that I'm getting the proper support and advice. I also feel that her approach to many situations is one that I'm aligned with and feel confident with. I often feel empowered when leaving a conversation with Taryn. She is responsive and timely via phone or email. I'm grateful to have established this connection with Taryn and feel I'm always learning from her."  
-HR Manager, Head Start

"Thank you so much for getting us through a tough period. I have very much enjoyed working with you and appreciate the work you have done in such a short time. I also appreciate your perspective from a consultant point of view. You have become a critical part of the Director team." – Christina, Director of Finance

"Taryn does an amazing job. She's professional, competent and very likeably. I highly recommend Taryn for any HR related needs. She's fantastic to work with."  
– Tanya, PHR, SHRM-CP, HR Manager

"I just want you to know directly how much we appreciate your work and support. It is helping move towards a more progressive utility." – Brad, General Manager

"I have had the pleasure of working with TMC for the past eight months. Taryn has played a pivotal role in my transition from survival mode to thrive mode in my new Human Resources position. Her guidance has been instrumental in establishing a strong foundation of HR fundamentals, boosting my personal and professional confidence, and achieving tangible results. Taryn's expertise has been invaluable; she consistently provides sound advice, reassurance, and effective communication. She is truly a cornerstone of my success." – Shannon, HR Coordinator

"We had an amazing experience working with Taryn. I would highly recommend her for anyone looking for HR support. She is courteous, professional, and knowledgeable!"  
– Billi, General Manager, WOEC



**Schedule your free 15-minute discovery call today!**

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