

## The HRG Advantage

Hunt Roman Group (HRG) is an organization of senior Human Resources executives dedicated to providing timely on-site and virtual HR support to small and medium sized businesses. We specialize in associations, multi-site employers and multi-unit franchise organizations. Our consultants have world-class experience in all HR disciplines in companies from Fortune 50 to small businesses across multiple industries including government, manufacturing, technology, health care, marketing, non-profit, utilities, and start-ups.

**Our goal is to give you HR solutions when and where you need them.**

## Our Areas of Expertise

Our expertise spans all major human resources disciplines so we are able to offer answers and solutions to any question or problems you might present us with. Our experts have senior level hands-on experience in all of these areas so the solutions we present you with aren't hypothetical - they've been tried before!

## Our Team

HRG was founded by Erik Hunt and Michael Roman, together bringing over five decades of experience to the table. Their hand-picked Leadership Team consists of six senior level HR executives, each with their own areas of expertise, who are supported by over 30 Subject Matter Experts (SMEs). Both of our managing partners and all of our leadership team are available via personal email and cellphone when you engage Hunt Roman Group. You'll never be without solutions!



## Engage Hunt Roman Group

Our goal is to provide you with HR solutions that are both timely and economical. When you engage Hunt Roman Group you can contact us at any time, as many times as you want, with your HR questions or challenges. No additional charges or fees for extra time, multiple questions, or contacting us after business hours. Our services include as many solutions as you need. You can use us as a lifeline when crisis hits, or as a supplement to your existing HR process and staff. Our network of experienced executives can even act as coaches and mentors for your less experienced HR managers.

We support individual businesses, associations, franchises, and multi-unit companies. Contracts and costs are tailored to fit your needs. If you need additional support (project specific, interim HR presence, training) our Leadership Team can provide extended services through our network at a reduced price with your participation in our Human Resources Support Agreement. Give us a call or send us an email to get started!



**Erik Hunt**  
 Founder & Managing Partner  
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Erik is a seasoned Human Resources and Operations executive with over thirty years of world class experience across a variety of business environments with direct

responsibility for all aspects of human resources. He is an effective team builder, strategic thinker, and aggressive decision maker who delivers results with a collaborative management style. Erik has worked with industry leading companies across the U.S., Canada, Mexico, China, the U.K., and Europe.

Highlights

- B.S. Industrial & Labor Relations and Graduate studies in ILR
- Certifications in Compensation, Benefits, Master Trainer, Safety, and Harvard University’s Program on Negotiations
- Key roles have included SVP, Chief Human Resources Officer, Corporate VP of human resources, and several field HR assignments at the VP level
- HR experience with organizations including PepsiCo, Tyco International, Exxon/Mobil, Entergy Corporation, and Indalex Aluminum Solutions
- Industry experience and consulting work include a broad spectrum of environments including Pharmaceutical, Extrusion, Utilities, Printing, Beverage, Non-Profit, Government, Metal Stamping, Transportation, Distribution, Energy, Finance, Restaurants, Public Relations, Retail, and Insurance

Areas of Expertise

- Labor/Employee Relations
- Turnaround Leadership – People, Process, Systems
- Compensation Analysis & Design
- Employee Engagement
- Executive Coaching
- Strategic Planning
- Organizational Alignment/Functional Analysis
- International HR Leadership
- Enhancing the “value added” of HR functions and staff



**Mike Roman**  
 Founder & Managing Partner  
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Michael is a Human Resources management executive with progressively responsible experience in a variety of union and union-free business environments. He

has a proven record in creating and managing high-quality cost-efficient HR imitates that are responsive to organizational needs and the achievement of business objectives. He is highly skilled in communications, mentoring, problem resolution and integrating diverse teams around a common vision.

Highlights

- Key roles have included Senior Consultant, Senior HR Manager, Vice President, Director of HR, and Regional VP of companies such as Pickands Mather, Essroc, Ciments Français, Anthem, and ProSource.
- B.S. from Youngstown State University in Business Administration/Industrial Merchandising
- Key consulting clients have included Exel Logistics, Welch’s Foods, ProQuest Micro Media, Cattron Theimeg Inc., Farmer’s National Bank, SPX, and Los Alamos National Bank

Areas of Expertise

- Labor/Employee Relations
- Union Avoidance
- Executive Coaching
- Safety/Compliance
- Performance Management
- Operational Improvements
- Organizational Design