

HOW TO BUILD HR INFRASTRUCTURE THAT **ACTUALLY SCALES**

What strong people operations look like at every stage — and what the gaps cost you.

THE PROBLEM

Most companies don't know they have an HR infrastructure problem until it gets expensive.

Growing organizations build HR reactively. A compliance issue surfaces. A key hire falls through. Someone quits and nothing is documented. By the time the gap is visible, it's already cost you.



Replacing an employee costs 50–200% of their annual salary (SHRM)



I-9 violations: \$288–\$2,861 per form in civil penalties (USCIS, 2025)



DOL recovered \$259M in back wages from employers in 2025 alone



A single employment lawsuit averages \$75,000 to settle, \$175,000+ at trial

HR INFRASTRUCTURE BY GROWTH STAGE

Stage 01

1–25 Employees · Payroll · I-9 compliance · Offer letter template · Employee handbook

Without it: personal liability exposure and a foundation that cannot scale.

Stage 02

25–100 Employees · HRIS · Structured onboarding · Compensation bands · Dedicated HR resource

Without it: pay equity exposure, inconsistent employee experience, reactive hiring.

Stage 03

100–500 Employees · Performance systems · Workforce planning · HR analytics · Benefits optimization

Without it: reactive people decisions and infrastructure that holds growth back.

**MOST GROWING ORGANIZATIONS SIT BETWEEN STAGES.
THAT'S EXACTLY WHERE THINGS GET COMPLICATED.**

THE 5 GAPS THAT COMPOUND FASTEST

- 1 No recruiting infrastructure** — referrals work until they don't; no process means slow, inconsistent hires and rising agency fees
- 2 Benefits never benchmarked** — assembled once, never revisited; you're quietly undercompeting and won't know until someone leaves
- 3 No performance management** — top performers leave for somewhere that has a review cycle and a path forward
- 4 Compliance on the honor system** — informal decisions and undocumented policies are fine until a DOL audit or a disgruntled employee
- 5 Onboarding that ends after week one** — no structured 90-day plan means early turnover isn't bad luck; it's a predictable outcome

HOW TO BUILD IT

The sequence matters. Most companies start at step 3. That's when gaps compound.

- 1 Audit what you have** — document every process, including the informal ones
- 2 Identify your highest-risk gaps** — prioritize compliance before anything else
- 3 Choose systems before processes** — select your HRIS, then build workflows around it
- 4 Document everything** — verbal policies aren't policies
- 5 Build internally or bring in expertise** — most companies need a hybrid of both
- 6 Plan for scale** — build for twice your current headcount

WHAT AMPLĒO HR DOES DIFFERENTLY

We build the infrastructure inside your organization so it stays with you. One embedded resource, backed by an entire HR team. More experience than a junior hire, faster ramp time, no agency fee.

**The expertise is temporary.
The infrastructure is permanent.**

When Amplēo HR embedded with an organization that had no HR function, applications went from 17 to 54 in one hiring cycle. Time-to-fill dropped to 25 days.



The biggest ROI is time back to me as a leader. Ampleo HR anticipates and helps close issues before they escalate.”

— SAAD HIRANI, PRESIDENT, **COMPREHENSIVE MOBILE CARE**

TALK WITH AN HR EXPERT TODAY

