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What We Do

HighRoad Partners HR Solutions delivers complete HR and payroll support for small and mid-sized employers who want peace of mind, compliance confidence, and efficient systems—without the cost of an in-house HR department. We combine hands-on HR expertise with powerful, modern technology to simplify hiring, payroll, and compliance. With HighRoad Partners, you get the best of both worlds: local, responsive support and advanced HR tools. Our mission is simple — reduce your risk, save you time, and strengthen your workplace with practical HR solutions that grow with your business.

HR Partner On-Call

When questions or employee challenges arise, your HR Partner is just a call away. We provide real-time, practical guidance on compliance, employee relations, and policy matters to help you handle issues confidently and proactively. You'll have a dedicated HR contact supported by a full team of professionals who understand your business and goals.

Special Projects

In addition to our core HR and payroll services, HighRoad Partners offers specialized project-based support to help solve your unique HR and organizational challenges. Our team can assist with employee handbook development, job descriptions and FLSA classification reviews, compensation and pay equity studies, investigations, mediations, HR audits, and leadership training.

Integrated Payroll Mgmt. & HR Technology

From setup to tax filing, we handle payroll from start to finish so you can focus on your business. Our secure, automated system ensures accurate, on-time paychecks, full compliance with federal and state regulations, and mobile access for managers and employees. We also manage North Dakota Workforce Safety & Insurance (WSI) quarterly payroll reporting and provide state-specific reporting for clients outside of North Dakota. In addition to payroll, our platform organizes and centralizes compensation data to support budgeting, equity, and retention. Managers gain insight into pay history and analytics to make informed, data-driven decisions, while each employee can view a personalized total compensation statement within the payroll system. Our HR Management System (HRMS) connects every aspect of your people operations—onboarding, payroll, benefits, and performance—through one secure, paperless platform. We handle setup, customization, and maintenance so you can benefit from efficient, centralized HR processes without managing the technology yourself.

HR Compliance

We help you stay compliant and protected with policies that evolve as laws change. Our team designs custom employee handbooks, manages annual updates, and provides all required labor law postings. In Minnesota, we guide employers through key state regulations such as Earned Sick and Safe Time (ESST) and Pregnancy & Parental Leave, giving you confidence that your business meets every requirement and that experts are monitoring changes for you.

Our Approach & Next Steps

We take a consultative approach — listening first, then tailoring our recommendations to your business. You'll always work with a dedicated HR Partner who understands your organization and provides practical, timely guidance. Our goal is to make HR simple, compliant, and people-focused. Schedule a discovery call with our HR Solutions team to identify your challenges and explore how our solutions can simplify your business operations. We'll listen, learn about your goals, and create a proposal that fits your organization's needs.