

# NAVIGATING UNCERTAINTY

## *tariff tips for HR*

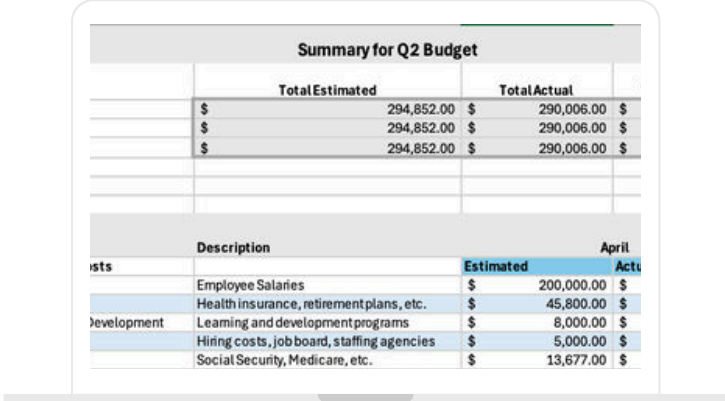
HRInsidr

2025

Experts suggest strategic workforce planning and resource allocation as key responses to the uncertainty caused by tariffs. HR must stay proactive—monitoring tariff announcements, collaborating with finance and operations, and preparing for ripple effects on talent, budgets, and morale. If tariffs hit your industry hard, like manufacturing or retail, the impact will be immediate.

### 📄 Quarterly HR Budget

- Customizable Excel spreadsheet for **budget planning**
- Summary for actual and estimates totals
- Pre-built **formulas**



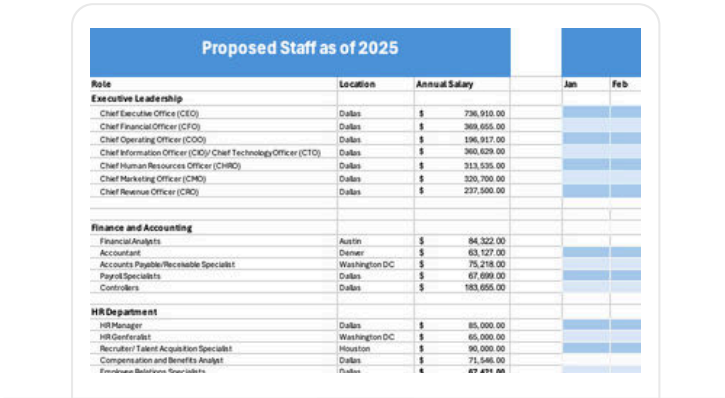
Summary for Q2 Budget				
	Total Estimated	Total Actual		
	\$ 294,852.00	\$ 290,006.00	\$	
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	Description	Estimated	April	Actual
ists	Employee Salaries	\$ 200,000.00	\$	
	Health insurance, retirement plans, etc.	\$ 45,800.00	\$	
development	Learning and development programs	\$ 8,000.00	\$	
	Hiring costs, job board, staffing agencies	\$ 5,000.00	\$	
	Social Security, Medicare, etc.	\$ 13,677.00	\$	

### 📄 Annual Workforce Budget + Staffing Plan

- **Pre-built spreadsheet** that's already formatted, organized, and populated with formulas tailored for staff planning
- Annual workforce management plan
- Relative **midpoint salary** formulas to stay competitive



Proposed Staff as of 2025				Jan	Feb
Role	Location	Annual Salary			
<b>Executive Leadership</b>					
Chief Executive Officer (CEO)	Dallas	\$ 736,910.00			
Chief Financial Officer (CFO)	Dallas	\$ 368,655.00			
Chief Operating Officer (COO)	Dallas	\$ 196,917.00			
Chief Information Officer (CIO)/Chief Technology Officer (CTO)	Dallas	\$ 360,629.00			
Chief Human Resources Officer (CHRO)	Dallas	\$ 313,535.00			
Chief Marketing Officer (CMO)	Dallas	\$ 320,700.00			
Chief Revenue Officer (CRO)	Dallas	\$ 237,500.00			
<b>Finance and Accounting</b>					
Financial Analysts	Austin	\$ 84,322.00			
Accountant	Dallas	\$ 63,127.00			
Accounts Payable/Receivable Specialist	Washington DC	\$ 75,218.00			
Payroll Specialists	Dallas	\$ 67,699.00			
Controllers	Dallas	\$ 183,655.00			
<b>HR Department</b>					
HR Manager	Dallas	\$ 85,000.00			
HR Generalist	Washington DC	\$ 65,000.00			
Recruiter/Talent Acquisition Specialist	Houston	\$ 90,000.00			
Compensation and Benefits Analyst	Dallas	\$ 71,546.00			
Employee Relations/Training Specialist	Dallas	\$ 67,491.00			



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Tariffs, taxes on imported goods, can significantly impact operations, workforce, and business strategies. Broad tariffs could trigger stagflation—high inflation with slow growth—forcing HR to navigate a tricky landscape of rising costs and cautious spending.

Here's what HR needs to know, based on practical implications and current trends as of April 2025.

### **COST INCREASES AND BUDGET PRESSURE**

Tariffs raise the price of imported goods and materials, which can squeeze company budgets. For example, a 25% tariff on steel imports could increase production costs for a manufacturer, potentially leading to tighter HR budgets for hiring, raises, or benefits. HR must anticipate how these cost hikes might limit resources and adjust compensation or staffing plans accordingly.

### **WORKFORCE PLANNING ADJUSTMENTS**

Higher costs from tariffs can shift production needs. If a company sources fewer imports and ramps up domestic manufacturing, HR might need to hire more local workers or train existing staff for new roles. Conversely, if tariffs hurt profitability, HR could face hiring freezes or layoffs. For instance, industries like automotive or tech, reliant on global supply chains, might see rapid shifts in staffing needs.

### **EMPLOYEE MORALE AND COMMUNICATION**

Economic uncertainty from tariffs—like potential price hikes or job cuts—can rattle employees. HR needs to manage this by ensuring transparent communication. If a company faces retaliatory tariffs from another country resulting in slowing exports, HR might need to reassure staff about job security or explain changes like reduced hours.

### **COMPENSATION STRATEGY**

Inflation often follows tariffs as businesses pass tariff costs on to the customer, causing consumer prices to rise (e.g., groceries or gas could jump due to a 10% import tax). Employees may demand cost-of-living adjustments or higher wages to cope. HR should assess whether current pay structures remain competitive and plan for potential increases, balancing this against tariff-driven revenue dips.

### **SUPPLY CHAIN AND TALENT SHIFTS**

Tariffs can disrupt supply chains, prompting companies to relocate operations or source domestically. HR may need to recruit talent in new regions or upskill workers for reshored tasks. For example, if a firm moves semiconductor production stateside due to tariffs on Chinese imports, HR must find or train engineers fast.

### **COMPLIANCE AND POLICY UPDATES**

Tariffs can alter trade regulations, affecting how HR handles international employees or cross-border payroll. If a company expands locally to avoid tariffs, HR might need to revise policies on hiring, remote work, or relocation support to align with new operational realities.

