

# Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

## Who This Is For

### Organizations that are:

- Growing quickly without formal HR infrastructure
- Managing contractors, early employees, or distributed teams
- Navigating sensitive people decisions without internal HR expertise
- Operating in regulated or client-facing environments where risk matters

If you've ever said, ***"I need HR help, but I don't need a full-time HR hire", this is built for you.***



## What We Provide

We offer **fractional HR consulting** designed to give you **experienced, on-demand HR leadership** without the overhead of an internal team.

### Core Areas of Support

#### 1. HR Strategy & Advisory

- Real-time guidance on hiring, terminations, contractor decisions, and people risks
- Executive coaching on how to handle sensitive employee or contractor situations
- Decision support before issues escalate

## Let's meet for a discovery call

✉ [engage@elevateimpact.com](mailto:engage@elevateimpact.com)



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## What We Provide Cont.

### 2. Policies & Compliance Foundations

- Independent contractor and hiring policies
- Background check and adverse action protocols
- Codes of conduct and client-safety standards
- Practical, plain-language documentation your team can actually use

### 3. Incident & Risk Management

- Support when “something happens” and you’re not sure how to proceed
- Guidance on documentation, communication, and next steps
- Coordination with employment counsel or specialists when needed

### 4. Ongoing HR Coverage

- A consistent point of contact who knows your business
- Predictable support without case-by-case contracting
- Scalable coverage as your organization grows



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## How It Works

- We start with a short discovery to understand your current risks and gaps
- We define a **clear scope of support** aligned to your needs
- You receive ongoing access to senior HR expertise for a defined period
- Legal and specialist partners are engaged only when necessary

You get coverage, clarity, and confidence, without managing multiple vendors



## Engagement Models

### Fractional HR Retainer

- Ongoing advisory and support over 3–6 months
- Predictable monthly cost
- Ideal for growing organizations that want coverage and consistency

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## Engagement Models Cont.

### Project-Based Support

- Defined deliverables such as policy builds, compliance reviews, or HR setup
- Clear scope, timeline, and outcomes

### On-Demand Advisory

- Short-term or transitional support for specific situations  
Pricing is based on scope, complexity, and level of support required.



### Why Companies Choose This Model

- Avoids the cost and commitment of a full-time HR hire
- Reduces legal and compliance risk
- Provides experienced judgment, not just administration
- Frees leadership to focus on running the business

**Most importantly, you're not making people decisions alone.**

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## Pricing (2025-2026)

### Engagement Type

Monthly Fractional HR Retainer	<b>\$3,000–\$8,000/month</b>
Hourly Strategic Advisory	<b>\$150–\$300/hr</b>
One-Off Projects (Handbooks, Compliance, Policy Builds)	<b>\$5,000–\$20,000+</b>
Executive-Level Fractional CHRO Support	<b>\$8,000–\$15,000+/month</b>



### Next Steps

If you're interested in exploring whether this model is right for your organization, we'll start with a brief conversation to understand your needs and recommend the right level of support.

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