

Fractional HR & Operations Support Tailored for Small Businesses & Start-ups



What I Offer

- Legal and regulatory HR compliance
- Handbooks, policies, and procedures
- Compensation strategy and Total Rewards
- Benefits and retirement plan design (401k, SEP, ISO)
- Payroll setup and administration
- Performance management frameworks
- Career paths, competencies, and succession planning
- Workplace investigations & conflict mediation
- Playbooks and SOPs
- Org design optimized for scale
- Scalable infrastructure and systems
- Pricing and financial modeling to support data-driven decisions
- Founder advisory & strategic sounding board
- Post-merger integration & change management
- HR software implementation and optimization (HRIS, HCM, etc.)
- Company registration & tax account setup



What I Do

I partner with small business owners to build the operational and people infrastructure they need to scale—without adding full-time overhead.

Let's Build Something Great



sarah@fractionalspecialists.com



319-900-4677

