

FRACTIONAL HR · PEOPLE STRATEGY · HR CONSULTING

FOR OWNERS, FOUNDERS, CEOS & SENIOR BUSINESS LEADERS

Senior HR leadership. Without the senior HR salary.

You have people, payroll, and risk — but not enough HR to run it well, and not enough volume to justify a full-time HR executive. I step in as your fractional Head of HR: senior, hands-on, and accountable for the people side of your business, at a fraction of the cost and none of the headcount.

- Every people problem lands on your desk — hiring, complaints, terminations, the lot.
- Handbooks, classifications, and documentation haven't kept up with your headcount.
- You've outgrown winging it, yet a \$180K+ HR leader isn't in the budget yet.

50–200%

of annual salary — the cost to replace a single employee
SHRM · GALLUP

\$660M

recovered from employers by the EEOC in FY2025 alone
EEOC FY2025

23%

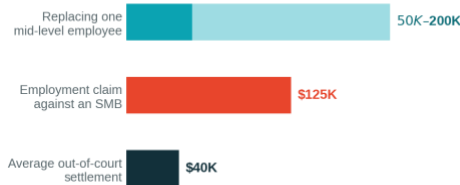
higher profitability in business units with engaged teams
GALLUP

72%

of CEOs plan to increase their use of fractional executives
2026 MARKET RESEARCH

The cost of getting people decisions wrong

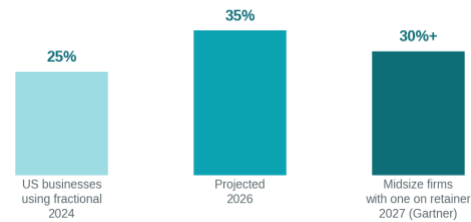
Typical exposure per incident, mid-market employer



SHRM · GALLUP · HISCOX SMB CLAIMS · EEOC

Fractional leadership is now standard practice

Share of companies using fractional executives



GARTNER · US FRACTIONAL MARKET RESEARCH 2026

WHAT I TAKE OFF YOUR PLATE

HR foundations & compliance

Handbooks, policy, classification, documentation, and multi-state readiness — built to hold up.

Hiring & onboarding that sticks

Org design, role scorecards, interview discipline, and a first-90-days plan that retains.

Managers & performance

Coaching, feedback, reviews, succession planning, and bench strength for the next stage.

Retention, culture & risk

Engagement, employee relations, investigation-ready practice, and clean, defensible exits.

HOW WE CAN WORK TOGETHER

THE FLAGSHIP

Fractional Head of HR

Ongoing monthly retainer, minimum weekly touchpoints. A senior HR leader invested in the success of your business — strategy, escalations, and consistent support.

FAST & FOCUSED

The 90-Day HR Reset

One quarter to audit, fix, and hand back a working HR foundation: policy, compliance, structure, and a plan your team can run.

AS YOU NEED IT

Project & On-Call

One issue, one project: handbook rebuild, comp review, org redesign, a difficult exit, an investigation, or a leadership offsite.

Prudence Pitter, MBA · SPHR · GPHR — FOUNDER & CEO, PEARRM SERVICES

- 30 years leading people at global scale, across 20+ countries
- Former Global Head of HR, Amazon Web Services
- Harvard-certified Executive Leadership Coach · Snr DiSC practitioner
- Adjunct Instructor, Fordham Gabelli School of Business
- 2025 "50 Women to Watch for Boards" honoree · Board director
- Keynote speaker & TEDx alum · Published in SHRM People + Strategy

No headcount. No long contract. Start with a 20-minute conversation. askme@pearrm.com · (203) 987-3306