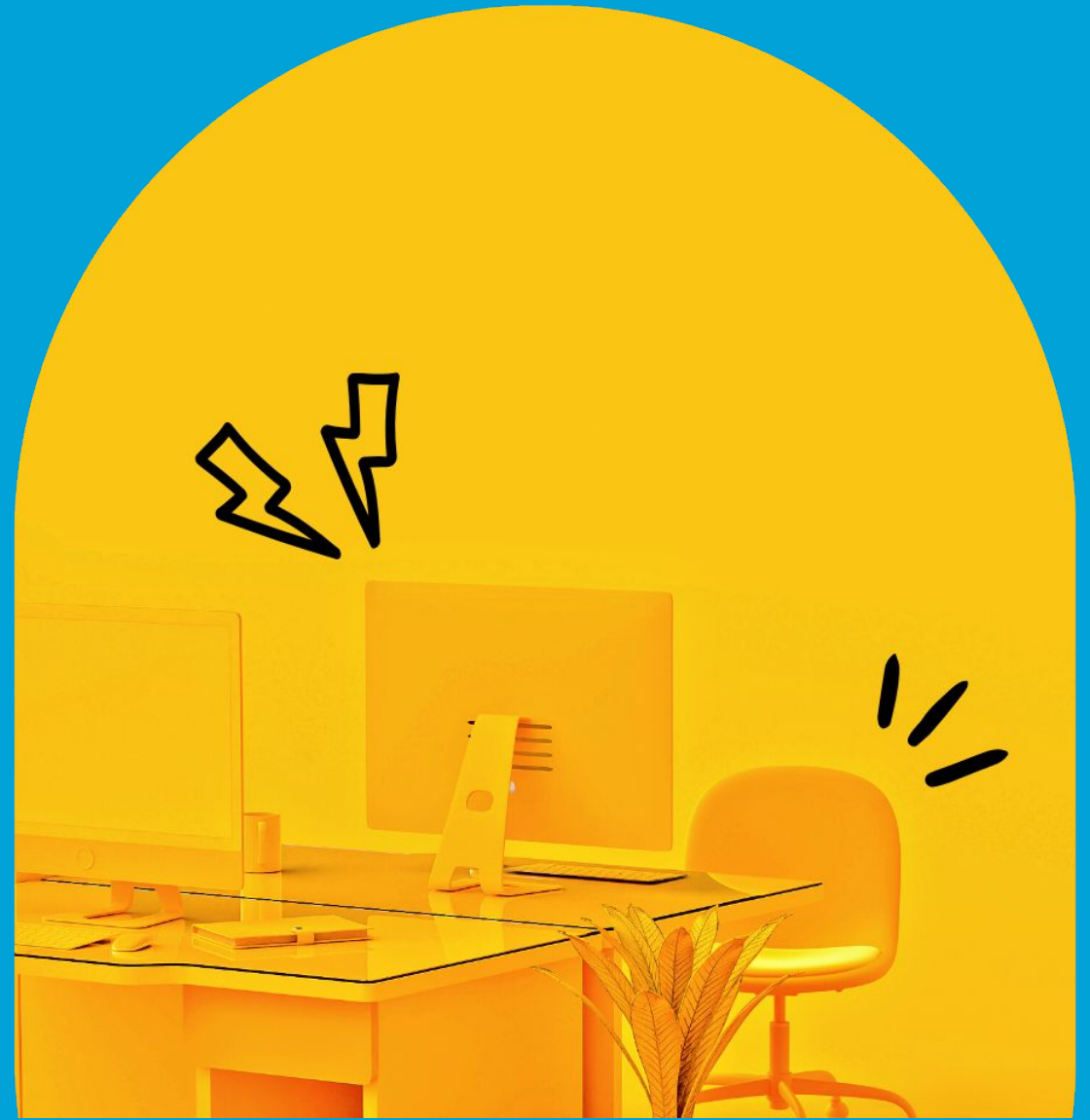




# Your Other Half Capabilities Deck

[www.yourotherhalfsolutions.com](http://www.yourotherhalfsolutions.com)



# Not Your Typical HR Firm

You're a small business owner focused on growth, who knows that building a high-performing team is critical to your success. You want expert help to design solutions that work specifically for you and your team.

**Welcome to Your Other Half.** We're a small business that is built to serve small businesses just like you. We connect Human Resources best practices, behavioral social science, small business operations, and emerging tools and technologies to help you create a people-centered workplace that drives business results.

We're excited to support you, your team, and your business, so you can ***thrive together.***

# Why Us?



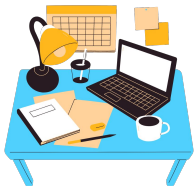
## Expert

Our team of professionals brings over 122 years of practical HR experience. We use evidence-based HR to drive sustainable business results.



## Focused

We only work with companies who have between 2-99 employees. Our services and solutions fit the exact needs of small business leaders.



## Full-Service

We marry high-level management strategy to the day-to-day practice of HR. We are the single resource for all your people needs.



## Supportive

As a fellow small business, we get the passion, hustle and commitment a small business requires. We're a true partner who gets your reality.



## People-Centered

We place the human experience of clients and their team members at the center of our work, ensuring that both business and team needs are addressed successfully.

# Meet Our Team

## Client Services Team

With experience in project management, strategic planning, and client support, this team ensures your projects stay on time, deliverables stay on track, and your questions get answered.



## Client Success Team

With expertise in compliance, behavioral social science research, Human Resources technologies, and talent acquisition, this team brings you evidence-based solutions.



## Operations Team

With a focus on efficiency, accuracy, and service, this team manages billing and administrative needs to keep everything running smoothly for you and us.



**Alice Chin,  
Founder and CEO**

# Our Services

## Leadership Support & Training

We support your leaders so they can build strong, high-performing teams.

- **Never handle tricky employee situations alone with on-demand HR support** via video call, phone, or email.
- **Stay ahead of workforce changes with monthly leadership check-ins** to review HR priorities, proactively address challenges, and help you confidently handle employee performance and disciplinary issues.
- **Training for new and seasoned managers** on essential skills like giving performance feedback, managing underperformance, and navigating team dynamics.
- **Strategic workforce planning** to align your team structure and culture with business goals—before problems arise.

# Our Services

## Human Resources Strategy & Operations

We build the systems that help your business grow with less friction.

- **Organizational design & job structuring** to clarify roles, reporting lines, and team responsibilities—so nothing falls through the cracks.
- **Performance management tailored to your team**, ensuring consistent, actionable feedback that actually drives and improves performance.
- **Compensation planning & salary bands** to create pay equity, attract top talent, and minimize compliance risks.
- **Employee handbook updates** that reflect your company culture and keep you compliant, no matter where your employees are based.

# Our Services

## Human Resources Support

We eliminate the guesswork in managing people, from hiring to exit.

- **Smooth, compliant employee onboarding and offboarding** with guidance for your managers, proper documentation, and optional culture interviews.
- **Benefits open enrollment management**, from plan selection to employee education, ensuring budget alignment and compliance with COBRA, HIPAA, and other laws.
- **Live anti-harassment & anti-discrimination training** that meets legal requirements and reinforces your company's values.
- **HR vendor management** for payroll, benefits, and insurance—leverage our provider network so you get the best service at the best price.

# Our Services

## Recruiting Support

We find and hire the right people—without the headache.

- **Strategic role development**, ensuring that you're hiring the right role at the right time to help your business succeed.
- **Customized job descriptions & postings that attract top candidates.**
- **Full-service interview & selection support**, so you and your managers can focus on running your business.
- **Reference and background checks** to verify experience, credentials, and potential risks before you make a final offer.



# Flexible Engagement Models to Fit Your Needs

We offer **two ways to work together**—a **monthly retainer** or **hourly rates**. The right fit depends on your goals and timeline.

- **Monthly Retainer:** Ideal for structured projects or ongoing HR support, providing dedicated time to your business at a discounted rate. Your time is reserved and prioritized for maximum impact, proactive planning, and consistent progress.
- **Hourly Rates:** Whether it's strategic advisement or HR support that varies month-to-month, you pay only for the time you use.

# Who We Serve

We're the best fit for businesses that:

- Are led by **a leadership team ready to elevate their workforce**
- Have **a clear vision for growth** and want a strong team to support it
- Want to **offload HR details** to trusted experts
- Operate in **multiple U.S. states** or in **complex U.S. employment law regions** (NY, CA, MA, Chicago, Denver, Seattle, D.C.)
- Are ready to **invest in team performance and culture**
- Value **collaboration with experienced leaders** to take team management to the next level

If this sounds like you, [let's talk](#) about next steps!

# What Our Clients Say About Us



"Your Other Half is one of Defector Media's most important partners. They bring thoughtfulness, thoroughness, and the utmost competence to everything they do for us, whether that's ongoing HR administration or new human capital projects and initiatives. I sleep better knowing that Alice and the Your Other Half team have our back."

Jasper Wang, Vice President, Revenue and Operations  
Defector



"Alice and the Your Other Half team have been a dream come true for our growing, socially conscious, small business, which is now nearing 50 employees. Helping us navigate the complicated waters of compliance, handbooks, complex HR needs, and pay structures helped bring a stability and confidence - and our employees feel secure as a result. Your Other Half is collaborative, down-to-earth and experts at their craft. Any organization would be lucky to have Your Other Half be part of their team."

Aimee Gallin, LCSW-R, MA, Director, and Thayer Case, LCSW-R, SEP, Director  
Maverick Psychotherapy Group

# Ready to get started?

To schedule chat about your specific needs, or to let us know you're ready for your contract, reach out to us at [hello@yourotherhalfsolutions.com](mailto:hello@yourotherhalfsolutions.com).