



Open Up a World of Possibilities
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Golden opportunities
bring great rewards.

Seize such an opportunity
by utilizing the **right resource**
at the right time.

Global is that golden opportunity:
a one-stop employment resource
that **INSPIRES** creative
business solutions just
right for your organization.

Open up a world of possibilities™
with Global Employment Solutions.

Every day, thousands of companies make the decision to hire staffing firms to assist with a wide range of services including **temporary** and **contract staffing**, **permanent placement** and **human resource consulting**. At Global Employment Solutions, opportunities exist for you to explore *ALL* of these service options under one roof.



National Presence.
Global employs more than 20,000 people each day, servicing over 2,000 customers in the U.S. each year. Confident in our understanding of your specific hiring needs and our ability to react quickly to fill them, we are well positioned to expand our business throughout the United States.



Welcome to

Compelling Business Strategy.
Global Employment Solutions was founded in 1998 with the merger of five leading staffing firms in major market areas. These founding companies date back to 1968 and average more than twenty years of successful operation in each of their markets.



Steady Growth.
In business for over 30 years, and now a publicly-traded company, Global Employment Solutions has rapidly become one of the fastest-growing companies in the staffing industry. Contributing to our success is an unrelenting commitment to reliability, responsiveness and outstanding customer service.

“ We have retained Global on both a contingent and consulting basis and have always found them to be highly effective. We are highly selective about which recruiting sources we are willing to use. Global is one of a very few we deal with and the only one we use on a regular and recurring basis.
- **Richard F. Smith**, Director - Human Resources
Giles & Ransome, Inc. ”

Open Up

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a World of Possibilities

>>> How creative business solutions are born.

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human resource consulting

PEO Services

In today's business climate, now more than ever, companies are looking for ways to streamline their operations—control overhead costs and maximize their earning potential. That's why thousand of companies are turning to Professional Employer Organizations (PEOs) to reduce their administrative costs and control their liabilities.

PEO Defined

A PEO is unlike any other staffing service in that it serves as an off-site HR department. Through a highly regarded co-employment arrangement, you enter into a three-way relationship between you, your employee and Global's PEO.

Benefits of a PEO

This arrangement allows Global to ease your administrative burden and lets you concentrate on the revenue-producing aspects of your business, resulting in greater efficiency and productivity.

Global takes responsibility for HR administration and compliance, for which we charge a service fee. Your employees continue to work at your company location, and you continue to exercise control over your business.

PEO Services We Provide

► HR Management

- HR Policy Assistance
- Employee Inquiries and Verification
- Employment Law Compliance
- Termination Assistance
- Unemployment Claims Management

► Risk Management Services

- Accident Reporting and Investigation
- Back-to-Work Program Assistance
- Ergonomic Assessments & Training
- Fraud Investigation
- Loss Reduction Strategies
- OSHA Compliance Consultation
- Safety Training and Reviews
- Workers' Compensation Coverage & Claim Resolution

► Top-Quality Benefits

(cafeteria style)

- Healthcare: Medical, Dental, Vision
- Disability Insurance
- Life Insurance
- Flexible Spending Accounts
- 401(k) Plan

► Payroll Services

- Direct Deposit
- Federal and State Tax Filing & Reporting
- Garnishments
- Internet-Based Payroll Option
- Time & Attendance Systems
- Wage & Hour Compliance
- W-2 Administration



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HR business solutions

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direct hire placement

Direct Hire

Whether your hiring needs are for C-level executives, difficult-to-fill positions, or top-level sales people, Global's high-powered industry experts understand what you're looking for. They have the market contacts, technical skills and functional business knowledge to recruit top talent from across the street or the other side of the world.

Our Specialties Include:

Accounting/Financial Services

- ▶ Search team has a combined tenure of more than 100 years in the industry
- ▶ Has a strong reputation for integrity and building long-standing relationships
- ▶ Has guided the careers of thousands of accounting & finance professionals since 1968

Engineering

- ▶ Recruiters possess a strong technical background and knowledge of regulations that influence the engineering industry
- ▶ Manages diverse fields, including automotive, chemical, civil, electrical, industrial & mechanical

Healthcare/Life Sciences

- ▶ One of the most dependable clinical and pharmaceutical staffing forces in the country
- ▶ Specializes in securing senior executives, management and practitioners over a broad range of healthcare delivery systems
- ▶ Services start-ups to Fortune 100 companies in the Medical Device, Biotech, Life Sciences & Pharmaceutical industries

Human Resources

- ▶ Recruits a broad spectrum of Human Resource positions
- ▶ Services national and multi-national corporations, as well as small to mid-size companies

Legal

- ▶ Recruits legal staff for the country's top law firms and legal departments
- ▶ Extensive experience in all legal specialties

Manufacturing

- ▶ An extensive team dedicated to industrial clients with knowledge spanning all major industrial classifications and functional responsibilities

Sales/Marketing

- ▶ Extensive experience in placing Sales & Marketing professionals across all industry lines

Technical/IT

- ▶ Revered as one of the most experienced in the business
- ▶ Specializes in placing mid-to-senior-level leadership positions
- ▶ Services the technology, e-commerce, internet, engineering & management professions
- ▶ Offers superior service across all industry lines



direct hire business solutions

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temporary & contract staffing

Temporary

In today's competitive business climate, the pressure to cut costs and maximize efficiency has never been greater. You need solutions to the ongoing challenges of seasonality, peak workloads, special projects, high turnover and/or low productivity.

Temporary and contract staffing allows you the benefit of increased cost control by eliminating the need to pay for overtime during peak volumes. It also prevents you from overpaying your work force when productivity is slowed. Consider your hiring risks. Perhaps you are incurring unnecessary costs as a result of high turnover. Temporary staffing takes this burden out of your hands.

So, whether you have an unexpected increase in business activity, need to fill a temporary vacancy, or require a specialized work force to complete a special project, Global Employment Solutions is a reliable staffing partner you can trust. Not only will we bring you new ideas that fill your pressing needs, but we will act in your best interest, seeking ways to earn your loyalty over time.

Global Staffing Expertise

► Reliable Screening Process

- Computer-Aided Interviews
- Face-to-Face Interviews
- Drug Screening
- Background Checks
- Minimum of Two Verifiable Work References
- Optional Job "Trials"
- Customized Orientations
- Quality Checks
- Performance Reviews

► Management Services

- Affirmative Action Support
- Management Reports
- Cost Control Analysis
- Turnover Analysis/Reduction
- Consolidated Invoicing
- Group Timecards
- Safety Training and Reviews
- Customized Training Programs

► Specialized Skill Sets

- Accounting/Finance
- Administrative/Clerical
- Customer Service
- Data Entry
- Industrial/Manufacturing
- Legal
- Medical
- Office Support
- Receptionists

inspire
staffing solutions



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on-site management services

On-Site Management

Global Employment Solutions offers an on-site management solution for large-scale users of contingent staffing, which allows you to achieve higher quality, better service and reduced labor costs. Here's how:

► **Improved Workforce**

Quality— All of our employees are screened, interviewed, reference checked and tested to your specific standards before being considered for work at your facility. Additional pre-employment services such as credit, drug and background checks are available upon request.

► **Increased Productivity**—

Customized employee orientations help new associates feel welcome, knowledgeable about performance expectations and how to function effectively in your company's environment. This results in a higher level of immediate and ongoing personal productivity.

► **Reporting**— Our reporting capabilities are extensive and are available to you on demand, whether daily, weekly, monthly, semi-annually or annually. We'll help you monitor employee turnover, attendance, tardiness, time-to-fill orders, fill ratios, etc.

► **Payroll Management**—

Our on-site staff handles timecard discrepancies, as well as processes and distributes weekly payroll, so you don't have to.

► **Minimized Co-Employment Issues**—

Global has a dedicated staff on-site 7 days a week to handle any and all issues that arise during the day, including tardiness, attendance, problem resolution, shift changes, workplace injuries, etc. We will also coordinate specific training requirements, as directed by you.

► **Safety Orientation**—

Global Employment Solutions works to reduce the number of workplace injuries by ensuring all employees complete a customized client safety orientation prior to starting their assignment.





*“If a window of opportunity appears,
don’t pull down the shade.”*

—Tom Peters

Open up a **world** of possibilities™.

