



The HRI Advantage



Become a
Next Generation Enterprise





High Performance Workplace (HPW) Integrator



Integrating human resource management strategies and systems to achieve overall mission, strategies, and success of the firm while meeting needs of employees and other stakeholders.





What we do

We partner with clients as a trusted HR advisor to top management and a hands-on coach for front line employees, to help develop workforce skills, drive operational improvement, and apply new ways of thinking.

No matter the challenge, we focus on delivering best practice sustainable results.

For every engagement, we put together a team with the most appropriate experience and expertise.

We continually seek new and better ways to serve our clients, and strive to anticipate their future needs.

We encourage our people to prototype new capabilities and tools, and we invest in these innovative efforts.

HPD Innovation Lab turns ideas and strategies into prototypes and tools that allow our clients to generate insights and make better, faster decisions.

We gauge our success in terms of our impact on the performance of our clients. We strive to build a relationship of trust with every client, for the long-term.

60% of our work is for clients that we have served for over 10 years.

We guard client confidentiality including our work for our clients. We will only take on an engagement if we believe we can create value for the client.

We help clients make their operations more compliant, cost efficient and build a highly effective organisation



We have the expertise to navigate safely at the least cost

Our growth and reward mechanisms are getting aligned to encourage employees to excel in their deliverables.



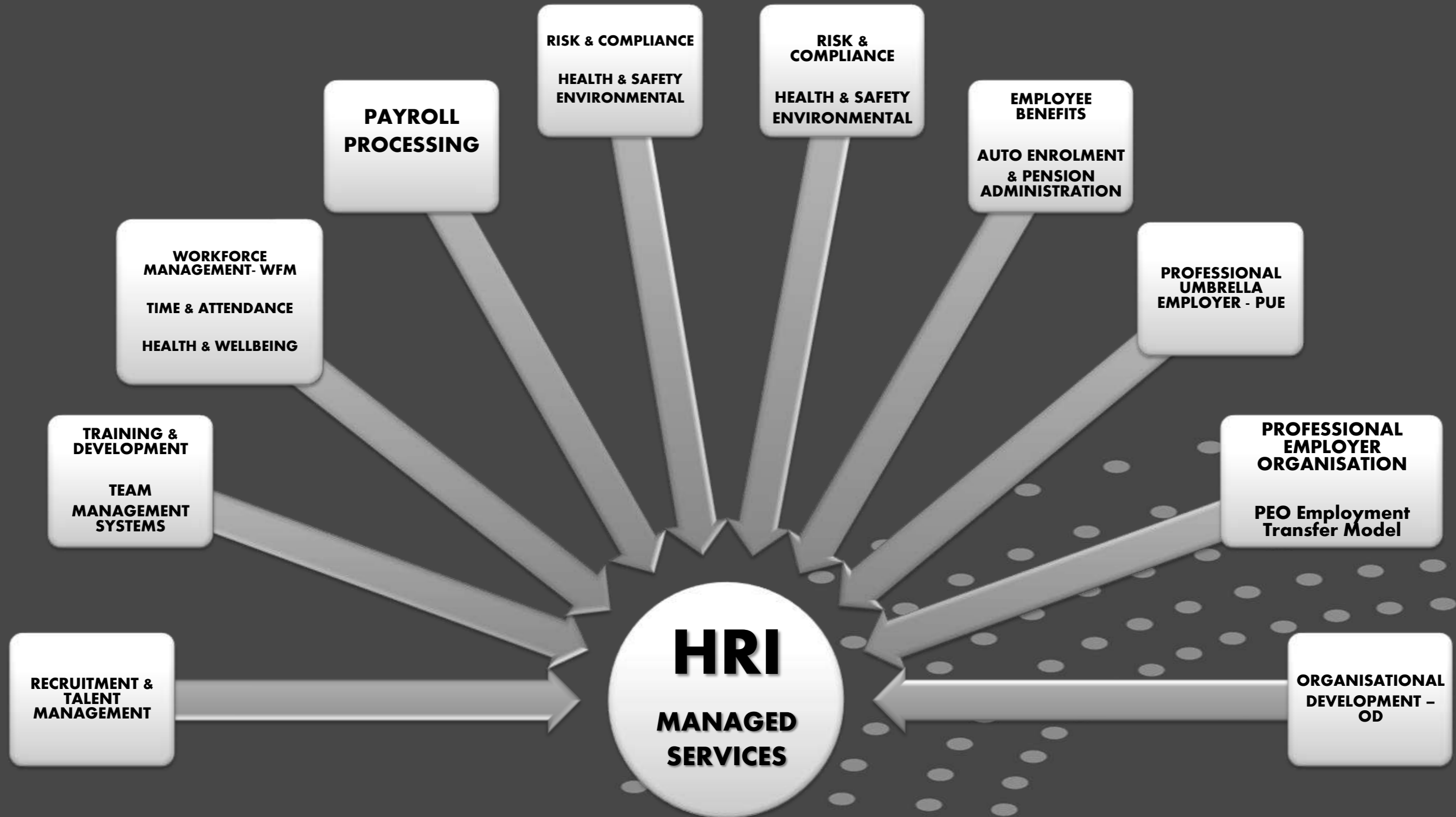
- Marketing Penetration Thrust Portfolio
- Professional employer Organisation (PEO)
- Professional Umbrella Employer (PUE)
- Organisational Development (OD)
- Workforce Management (WFM)
- HR Platform that streamlines administration and leads to better business outcomes
- Research & Innovation Labs – Own Intellectual Properties



- Flexible Organisational structure to achieve growth objectives
- Eco-system partnerships



- Client Centricity
- Synergistic selling across the group
- Go-To-Market approach
- 'Selling better' & 'Selling More'
- Consultative Insights Selling
- Technology Enablement
- Vertical Industry Focus



End-to-End Managed HR Services

TECHNOLOGY-ENABLED BEST PROCESS PRACTICES

The HRO Universe

- EMPLOYEE RELATIONS & ENGAGEMENT**
- Strategy
 - Performance / Conflict Resolution
 - Union Relations
 - Employee Assistance Programmes (EAP)
 - Communication
 - Vendors Management

- REGULATORY & COMPLIANCE**
- Strategy
 - Workforce Diversity / Anti-Discrimination
 - Government Reporting
 - Visas
 - Exit Admin
 - Vendors Management

- ACTIONABLE INSIGHTS**
- Analytics
 - Metrics
 - What if scenarios

- STRATEGY**
- HR Strategy Development
 - Policies
 - Procedures
 - Values & Ethics
 - Workforce Planning
 - M&A / Divestures

- PERFORMANCE MANAGEMENT**
- Strategy
 - Reviews
 - Employee Counseling
 - Disciplinary Actions
 - Vendors Management

- EMPLOYEE DATA MANAGEMENT**
- Data changes
 - Status changes
 - New hire processing
 - Transfer processing
 - Time & Attendance
 - Expense Admin
 - Exit Admin
 - Vendors Management

- TRAINING & DEVELOPMENT**
- Strategy
 - Sourcing – Learning Management System (LMS)
 - Curriculum Design
 - Curriculum Development
 - Curriculum Delivery
 - Content Management
 - Vendors Management

- PAYROLL PROCESSING & COMPLIANCE**
- Earnings
 - Deductions
 - Garnishments
 - Checks & Electronic Funds Transfer (EFT)
 - Tax Reporting & Filing & Compliance
 - Vendors Management

- RECRUITMENT – SELECTION – SUCCESSION**
- Strategy & Design
 - Sourcing
 - Applicant Tracking
 - Employment Verification
 - Pre-employment Testing
 - Background Investigations
 - Employment Offer / Selection
 - Employee Orientation
 - Deployment
 - Succession Planning
 - Career Development
 - Vendors Management

- BENEFITS**
- Strategy & Design
 - Contribution Plans
 - Healthcare Plans
 - Health & Safety
 - Exit Document Processing
 - Vendors Management

- COMPENSATION**
- Strategy & Design
 - Job Analysis Descriptions
 - Compensation Structure
 - Salary Admin
 - Base Pay Adjustments
 - Bonus Incentives / Reward
 - Commissions
 - Compensation Statements
 - Vendors Management



The most cost-effective solution for organisations seeking to enhance their HR and Payroll function

Managed Services

- » Allows you to focus on your core business
- » Lower costs
- » Improved efficiency
- » The ability to leverage best practice methodologies
- » Access to specialised skills that are difficult and costly to maintain yourself
- » Standardised approach
- » Scale & Flexibility
- » A strategic solution to the diminishing supply of HR professionals

Benefits for your business

- » Known costs
- » Removal of risk of staff attrition and absence
- » Greater level of automation
- » No infrastructure costs
- » No upgrade costs
- » Disaster Recovery service included
- » Increased HR functionality – incorporated into an integrated database

- ❑ Total Benefits Outsourcing (TBO)
- ❑ Employee Benefits Brokerage and Administration
- ❑ Health & Wellbeing
- ❑ Auto-enrolment
- ❑ Retirement Plan Administration
- ❑ Recruitment Support

- ❑ Human Resource Outsourcing – HRO
- ❑ HR Business Partnering for High Performance
- ❑ HR Shared Services Center (HRSSC)
- ❑ Payroll Plus

- ❑ Payroll Outsourcing
- ❑ Professional Umbrella Employer (PUE) Solutions

- ❑ Professional Employer Organisation (PEO) Transfer Employment Outsourcing

- ❑ Human Resource Outsourcing Consulting
- ❑ Payroll Portfolio
- ❑ Holistic Outsourcing Model
- ❑ HR Performance Improvement

- ❑ FRHR Host - Membership-based HR Support & Advice
- ❑ FRHR Host - Employee Assistance Online Resources
- ❑ Proactive Response HR - PEO Employer Provision Change Outsourcing

- ❑ Vendor Management Office (VMO) - Project Management and Performance Monitoring
- ❑ Integrated Multi-Sourced BPO Services
 - Total Care in HR – Process 360
 - Total Care in Finance Accounting & Compliance
 - Strategic Sourcing & Procurement
 - Legal Process Outsourcing
- ❑ Real Estate Assets Advisory
 - Total Care Project Management
 - Whole Life Cost Management
 - Environment & Sustainability
 - Facilities Management
 - Business Continuity Planning
- ❑ BPO Plus



HR Integration Group

GROUP SOLUTION OFFERINGS

❑ Human Potential Development

INNOVATION LAB

WHY HR INTEGRATION GROUP?

HR Integration Group is big enough to earn our customers' business and small enough to service it. We offer a leadership team of experts in business services and in customer care. We're constantly improving. We are devoted to the growth of our employees and their careers, and of our clients and their businesses.

MAXIMUM PRESENCE

HR Integration Group up actively invests in maintaining close relations with local associations and the business community. Particular attention is paid to marketing activities and to developing guidance materials to efficiently close deals.

COMPETITIVE PRICING POLICY

Excellent price and performance make our service offering significantly more affordable than single vendor offerings.

TECHNICAL SUPPORT

We invest a lot of time and effort in creating an excellent line of technical support for our partners and customers.

✓ **KNOW HOW** - Qualified team

✓ **A SUPERIOR EXPERIENCE** - Excellent ongoing performance

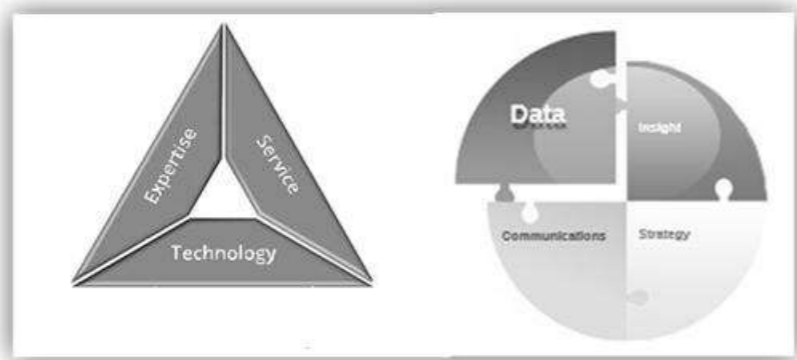
✓ **INDUSTRY EXPERTISE**

- Establish a link between HR activities and business results

✓ **INNOVATION**

- Investigate new integrations to build better and more effective HR enablement platforms (5% of revenue reinvested in R&D) all in an effort to become world-class providers of HR services





Transformation – Performance Improvement

Enhancement – Operation Improvement

Efficiency – Cost Improvement



A broad range of solutions

For 10 years, we have been supporting companies and HR professionals in the development of their full potential, by providing a wide range of HR administration, planning, support and consulting services.

Our offerings combine know-how, experience, best practices and risk and compliance management to deliver high value workplace solutions and cost savings.

Domain Expertise

At HR Integration Group, we are committed to provide best HR practice solutions. Our services are rendered by extremely talented and qualified professionals, who hold years of experience and knowledge in this domain. Moreover, they understand the requirements of our clients carefully and offer them end-to-end solutions for all their challenges. The services rendered by our professionals help in reducing the work load and hence, streamlining the HR process and maximising the utilisation of resources.

We offer a flexible service underpinned by know-how that supports our capabilities.

Quality Service Delivery:

We clarify what we will do for our clients, and what we expect of them. Delivering the promised quality service will require us to adhere to a documented processes to achieve the expected outcome.

We have the skills and infrastructure to achieve our objectives and to deliver the promised quality service.

Pricing integrity:

We will charge only what we quote and confirm when we expect to get paid.

Accountability:

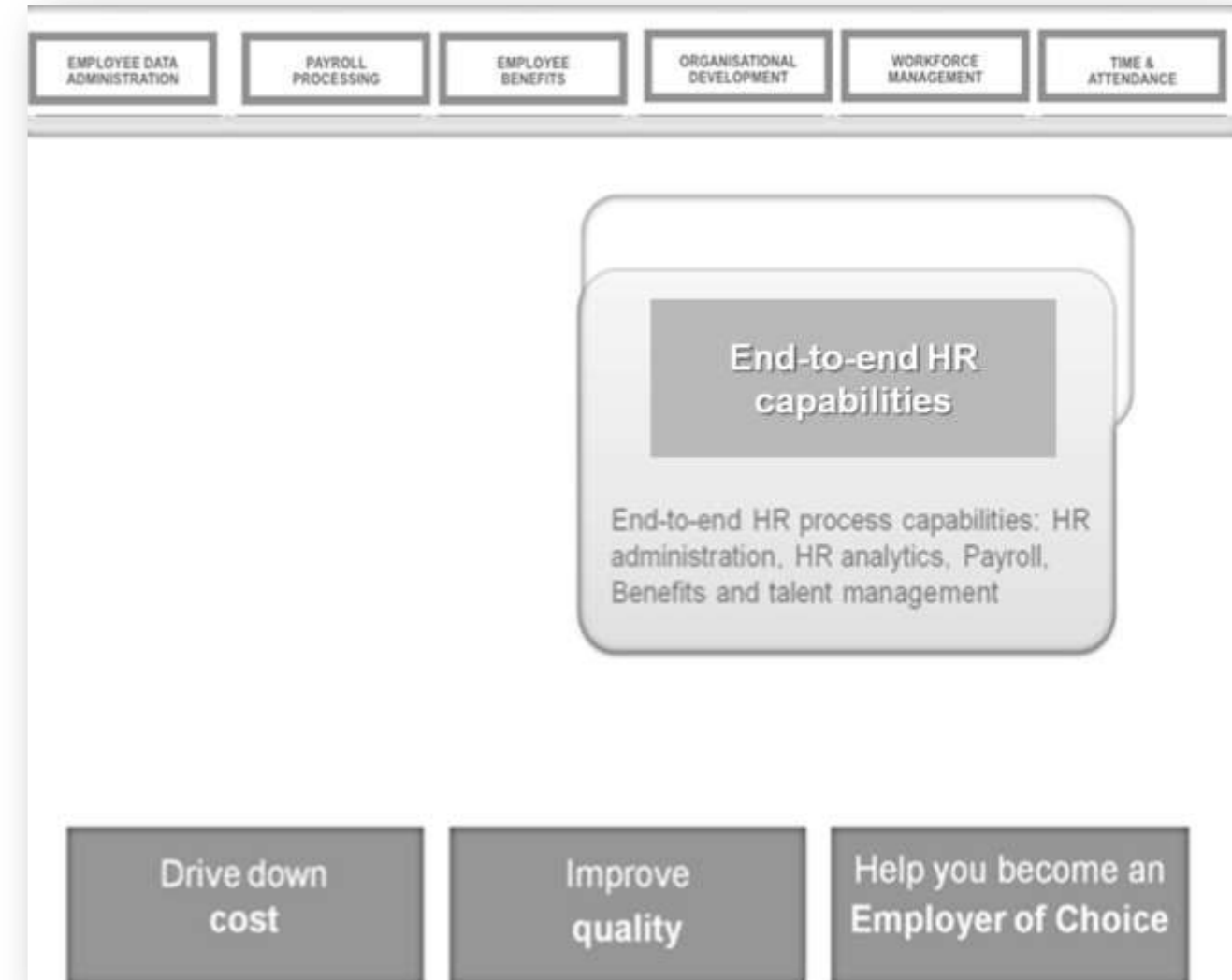
We are accountable for our work, our actions and our omissions. When we err, we take responsibility and raise any errors to the party that caused the error for instant resolution.

Respect:

We will treat our colleagues, clients and partners with respect by being direct and open about issues, opportunities and our understanding of the overall responsibilities.

Scalability:

When our clients come to us with a challenge, we will always seek to create and deliver the best practice solution.



The Aim >> Enhanced Impact on Organisational Performance

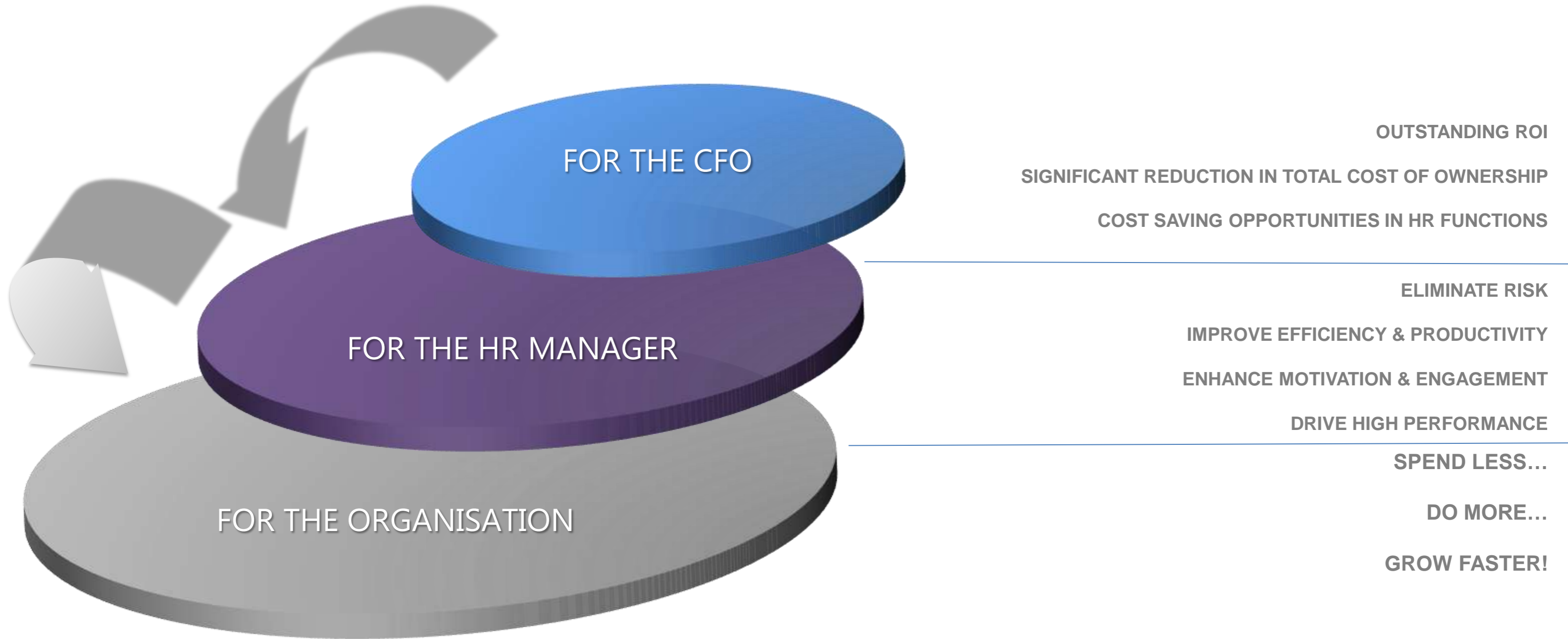


Value beyond cost savings

Driving operational improvements and business innovation

<p>Flexibility: provide flexibility for changing volumes, and enhance ability to adapt to changing business conditions</p>	<p>Improvement: improve workflow and performance</p>	<p>Standardisation: meet service level objectives and consistent service delivery</p>
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The Aim >> CATER FOR THE ENTIRE 'C-SUITE'



As a trusted HR partner to growing businesses, HR Integration Group helps companies minimise cost, increase productivity and reduce risk.

HR Integration Group is a provider of HR Outsourcing services and Professional Employer Organisation (PEO) and Professional Umbrella Employer (PUE) Solutions, delivering professional consulting, proven technical solutions, and accredited administrative support in human resources, employee benefits, compliance and payroll.

By taking on these functions HR Integration Group relieves business owners of administrative responsibilities and allows them to focus their time and energy on growing their company.

Our PEO HR efficiencies solution provides a **transformation roadmap for compliance challenges and transaction incentive processes**

Standardised processes and platforms that reduce complexity and operational costs

Our Vendor Management Office (VMO) offers compliance with best practice processing and contract management.

Three support pillars

Human Resources Manager

Your HR manager is your key point of contact - the person who partners with you to provide quality assurance and the person who tailors services to your needs and provides HR expertise.

Payroll Specialist

Your Payroll specialist is your key point of contact to provide quality assurance in payroll processing, administration and tax reporting.

Benefits Specialist

Your Benefits specialist advises you when designing the right benefit plan for your employees, and handles all the administration for you and your employees.

Our goal is to improve the effectiveness and productivity of clients through service and innovation. This is achieved by reducing administrative work through automation, innovation, and outsourcing, thus enabling HR to focus on strategic and consulting value-added activities.

We offer access to small and midsize businesses (SMBs) to services that were previously offered only to large businesses.

Our faster deployment methodologies and proven implementation approach eliminates many of the complaints that traditional HR outsourcing clients have cited in surveys over the last 10 years.

We offer a more simplified industry leading, attractive pricing structures that can avoid lengthy contract negotiations. Offering a portfolio of services that ensures achieving optimal results and ROI.

OUR CLIENT PROMISE

SOLVE BUSINESS CHALLENGES WITH HUMAN CAPITAL BEST PRACTICES

SERVICE DIFFERENTIATION

Providing a value proposition that combines cost savings with innovation

Integration

We understand that each client has unique requirements and so we make every effort to accommodate special needs. Integrated solutions delivered by experts who understand HR processes best and are in the best position to enable HR to make a more significant strategic contribution to organisations.

Innovation

Ability to engage small to large organisations and improve the effectiveness and productivity of employees through service and innovation.

Cost optimisation - Wholesale Cost Advantage

A key strategic consideration to help clients achieve their goal of cost-efficiency.

Transformation

WE OFFER EFFECTIVE, LASTING TRANSFORMATION OF CLIENT OPERATIONS BUSINESS SUPPORT NS AIMING TO REDUCE OPERATING RISKS, STREAMLINE HR OPERATIONS, IMPROVE THE COST OF SUPPORT FUNCTIONS, ACHIEVE SUSTAINABLE IMPROVEMENTS AND COMPETITIVE GAINS.

Value beyond cost savings.

Very flexible and quickly adaptable to client unique business processes

Manage the HR chain along the whole lifecycle

What are the must-haves in our markets?

FASTER, CHEAPER, BETTER

And what are the salient differentiators, those that will ultimately win the business?

HR EFFICIENCIES, SAVINGS, RISK ELIMINATION

ADD-ONS - EMPLOYEE BENEFITS TO MAKE CLIENT AN EMPLOYER OF CHOICE AND A BETTER, MORE PRODUCTIVE, EMPOWERED WORKPLACE

LET'S DO SOMETHING
GREAT TOGETHER



MAKE THINGS
HAPPEN !

Because the
world needs
big ideas



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Next Generation Enterprise



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