



CONTRACT RECRUITING AND SOURCING



More cost effective, without sacrificing quality

Managing spend, while filling roles quickly is at the top of every organization's list. We understand the importance of effective recruiting, while keeping a budget in mind. That is why we have created a propriety process that will decrease your average recruiting cost over time.

At JPI, we check off all the items on your list:

- WE CAN HAVE A CONTRACT RECRUITER IN PLACE WITH YOUR ORGANIZATION WITHIN **72 HOURS** ✓
- WILL SAVE YOU AND YOUR TEAM HOURS OF SOURCING AND SCREENING ✓
- WE UTILIZE YOUR COMPANY BRANDING, ATS AND EMAIL TO CREATE A CONSISTENT **CANDIDATE EXPERIENCE** ✓
- OUR CONTRACT RECRUITING AND SOURCING MODEL IS **50-75%** CHEAPER THAN PAYING DIRECT PLACEMENT FEES AND HIGH CONTRACTOR BILL RATES. ✓

Fun Facts

- Labor and Recruiting costs are usually one of the largest organizational expenses
- Developing a pipeline strategy directly into your ATS can save you money
- A fixed, hourly bill rate model is almost always cheaper than paying a placement fee

Get in touch today!



JPI PAYROLL SOLUTION

- ✓ Do you utilize numerous Staffing Vendors with no Standardized Payroll provider?
- ✓ Do you need a vendor and process to on board retirees, interns and referrals?
- ✓ Are you worried about compliance, employment laws and employee legislation for your contractors?

WE DELIVER A FULL SUITE OF PAYROLL SOLUTIONS

COST SAVINGS

We offer payroll markups 30-50% lower than your standard provider, while focusing on employee referral programs for additional savings.



STREAMLINED PROCESS

Our Payroll Solution provides a streamlined process for HR Managers to onboard referred Contingent or Non-Full-Time employees quicker



REFERRALS

We focus on employee referrals and engaging retirees to decrease cost



COMPLIANCE

Let us worry about employment laws, formal payroll and legislation



EASY QUOTE

We can estimate your payroll cost with just a few clicks!



LOWER COST

On average, we save our clients 30-50% on processing fees.

Our competitive benefits package helps us attract and retain top talent.



In order to find the right talent, your organization must embrace

Inclusion

DIVERSITY SOLUTIONS

Our industry knowledge, national certifications and customized service lines will help you achieve all your diversity business goals.



Diversity Recruiting

Because we know how important it is for you to find the right talent, we focus on searching for the right fit, without social, economical or physical exceptions. Operating through a non-bias approach, our teams are qualified diversity recruiters.

- ✓ Teams that embrace D&I outperform non-diverse teams by 35%
- ✓ 57% of employees think their companies should be more diverse
- ✓ Creating recruiting strategies to help source - females, veterans, minorities & individuals with disabilities



Supplier Diversity

As a Certified Minority & Women-Owned Organization with local & national Certifications; we have the tools, resources and service lines needed to help you with your Supplier Diversity Goals & Initiatives while saving your company time & money.

- ✓ Engaging with Diverse Suppliers can provide cost savings in excess of 25% for direct/indirect cost.
- ✓ Companies that partner with Diverse Suppliers provide a significant impact on the economic growth of their local communities





A TRUE PARTNER FOR YOUR BUSINESS

95%

RETENTION
RATE FOR
FTE'S PLACED

1K

CANDIDATE
PLACEMENTS
SINCE 2015

90%

ASSIGNMENT
COMPLETION
RATE

JPI IS FOCUSED ON HELPING YOU TRANSFORM YOUR RECRUITING STRATEGY. WE SHARE WITH YOU THE TOOLS AND KNOWLEDGE YOU NEED TO CREATE A WORLD CLASS RECRUITING TEAM. CAN WE DO BULLETS OR ICONS FOR OUR SOLUTIONS.

Workforce Solutions

- Staffing and Recruiting
- Contract Recruiting
- Executive Retained Services

Recruiting Solutions

- Payroll Solutions
- Immigration Employment
- Human Resource Services
- Recruiter Training
- Managed Services

Diversity Solutions

- Diversity Recruiting
- Supplier Diversity





MANAGED SERVICES

WHY IT'S IMPORTANT

Companies who are looking to gain more visibility into their data, create standard rate structure and create a customized recruiting strategy can benefit from a Managed Services Program.

HOW DO WE DO IT?

Through our proprietary Workforce Strategy model, we will identify the simplest solutions that can provide Instant Savings (JPI Payroll | JPI IC Compliance | JPI Contract Recruiter)

Not only will we save you time & money, we provide visibility to

Real-Time Data Analytics

Data-driven organizations are 23 times more likely to acquire customers, 6 times as likely to retain customers, and 19 times as likely to be profitable as a result.

*McKinsey Global Institute



WORKFORCE STRATEGY MODEL



JPI Contract Recruiter



JPI Payroll Solutions



JPI IC Compliance



HUMAN RESOURCE SERVICES



YOUR ONE-STOP-SHOT FOR ALL YOUR HUMAN RESOURCE NEEDS

With a variety of programs to meet our customer's needs, we offer professional, reliable service, with a mission to provide high quality, exceptional interactions at every level of your organization.



DIVERSITY & INCLUSION SERVICES

We help organizations build out and grow their Diversity and Inclusion initiatives to hire, develop, and promote more Minorities, Females and Veterans for key roles within the organization.

Our team has the expertise to recommend top strategies to improve or create a focus on diversity equity and inclusion.



HR COMPLIANCE AND EMPLOYMENT LAW

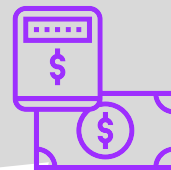
We help small HR departments that need additional support to create, develop, or manage HR policies and procedures.

Our team provides guidance on compliance, employment laws, and employee legislation for your supervisors, managers and new employees. We can help mitigate legal risk for your company throughout the onboarding and offboarding process of employees.



PEOPLE DEVELOPMENT

Your people are your organization's most critical asset. Finding, keeping and developing talent can be challenging. JPI will create a customized solution to maximize your productivity and keep your talent engaged.



PAYROLL SERVICES

Our Payroll Solution provides a streamlined process for HR Managers to onboard referred Contingent or Non-Full-Time employees quicker.

Our Payroll Markups are 30 – 50% lower than your average Staffing Markup

Here's what customers are saying about our HR services:

Customer quote here Customer quote here Customer quote here Customer quote here Customer quote here Customer quote here Customer quote here Customer quote here Customer quote here.



E3
Visa

H-1B

TN Visa

F1: OPT & CPT
Sponsorships

IMMIGRATION EMPLOYMENT SOLUTIONS

Providing clients to Global Workforce without the legal or financial exposure.

We believe companies should have access to the best talent available whether the candidates are US Citizens, International Students, Green Card Holders, or any other US-Sponsored Visa Holders. We work closely and collaboratively with companies and international talent to simplify the hiring process for the candidates and our clients.

Our Service Promise

- ✓ Available to work in as few as 7-10 business days for standard H-1B transfers
- ✓ We will get you niche foreign national candidates in 48-72 hours
- ✓ We take all the compliance and legal paperwork off your plate
- ✓ We focus on providing an excellent experience for the company and associate

Immigration Payroll Solutions

We take on full responsibility to onboard any Visa sponsored employee

- Sponsoring Visas
- Pre-employment Screening
- On boarding paperwork
- Off boarding paperwork
- Weekly payroll processing
- Full Benefits / 401K
- W2 Distribution
- Federal, State and Local Taxes
- Exit Interview
- Redeployment

EXPERIENCE

25 years

Experts with extensive experience in solving our clients immigration and visa issues.



**EXECUTIVE
AND
RETAINED
SERVICES**

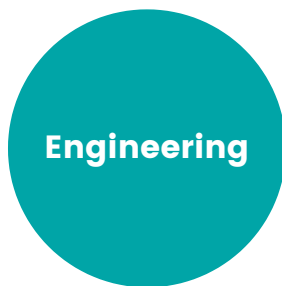
Do you need help filling your organization's critical full time roles?

*Our industry knowledge, utilization of analytics and focus on candidate experience allows us to **identify quality candidates faster for your full time roles.***

Our team has a strong background in the following three categories:



Technology



Engineering



**Executive/
Manager
Searches**



- 1** Initial alignment call with key internal stakeholders
- 2** We help craft the job description with your ideal candidate in mind
- 3** We are off to the races, finding your next amazing team member!

Here's what our customers are saying...

In my experience I've found the team at the JPI group to be a dependable group of professionals. Whenever I have needed assistance anywhere in the process, I've found the team at JPI group to be available with a solution at hand.

Current JPI Client



LET US HELP!

INDEPENDENT CONTRACTOR COMPLIANCE

WE PROVIDE YOU THE ABILITY TO ON BOARD 1099, SMALL LLC AND INDEPENDENT CONTRACTORS WITHOUT THE LEGAL AND FINANCIAL EXPOSURE.

In order to attract the brightest and best talent; your organization needs to offer flexible workforce solutions. With highly skilled independent contractor filings increasing each year, organizations are in desperate need for an outside service to take the headache of worker compliance off their plate.

With our Independent Contractor Compliance, Agent of Record and Employer of Record (EOR) service, JPI will ensure your Independent Contractor's are correctly classified and possess the correct documentation and Insurance to allow you use the best talent, despite their employee status.

HOW CAN WE HELP?

100% Compliance 

Save Time & Money 

Access to broad Workforce 