

Building Human Equity



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One Hire at a Time

Introducing an evolutionary approach to recruitment from Innovative. Our suite of equity-driven solutions transfer the control of hiring costs and processes back to corporate recruiting and human resource professionals.

A Unique New Approach to Your Next Hire

As the new hiring economy takes shape, many of the older methods simply cannot satisfy the demands of today's hiring customers. Innovative has designed a powerful sourcing and candidate management approach that responds quickly and accurately to those demands.

At the core of our family of Recruitment Solutions is our traditional search offering, nSourceHIRE.

Our ability to identify the best of breed talent in multiple vertical industries continues to grow more powerful with our combination of technology and emerging sourcing tools.

The Talent Pool Difference
Our methodology consists of a "Pooling" process, by which we design and develop custom talent pipelines for organizations, and even specific vertical divisions of organizations.

Our online collaborative technology allows hiring managers and corporate end user recruiters to

manage their pipelines real-time with our recruiting consultants on the back end.

The Human Factor
Our most common feedback from customers over the years has been our ability to fill their search without needing very many hits.

This is only possible by having well educated recruiting consultants and a search model that works efficiently and accurately.

While technology and sourcing tools make up a good portion of our resource investment, it is the cognitive expertise of our hiring consultants that make our service one of the best in class.

Features:

Powerful sourcing engine leverages hundreds of talent portals

Intellectual Capital: Highly trained recruiting experts

Online portal allows for collaboration and reporting on hiring activity

Traditional fee-per-hire or new "leased fee" pricing model



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Optimize Your Recruiting Investment

Growing organizations are demanding more from corporate staffing professionals than ever before. With reduced budgets, fewer personnel, and limited solutions, hiring professionals must find unique and cost-effective ways to serve internal customers without sacrificing price and control.

Innovative has developed and deployed the industry's first solution that gives recruitment professionals more control over internal processes and costs while delivering more options to their hiring managers.

Speed without Sacrifice
nSourceRPO empowers recruiters to develop and manage a competitive direct and contract labor pool that gives hiring managers the quality and speed they demand.

Improved Internal Service
By managing the front-end sourcing and pre-qualifying steps in the hiring process, nSourceRPO frees recruiters to spend more time where it counts the most: Interviews,

offers, and consulting with internal customers. The end result is improved candidate quality with shorter hiring cycles.

Maximize Existing Resources

Many solutions today are aimed at replacing what may already be considered "working parts" of an existing internal recruitment investment.

nSourceRPO actually integrates with, and even enhances many of the tools corporate recruiters have already deployed without the need to incur additional costs or create process redundancy.

Features:

Integrates and even "maximizes" your Applicant Tracking System

Expert job analysis, sourcing, and pre-qualification

Proactive candidate management during non-peak-times

Web-based collaboration & reporting functionality



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Become Your Own Contract Vendor

Most corporate hiring professionals are unable to take an active role in the recruitment and management of contingent labor. Instead, contract and temp job requirements are turned over to a “vendors list” where costs and terms are more often dictated by third parties.

Innovative's nSourceCPO is an evolutionary solution that puts the power of contingent workforce recruiting and management in the hands of internal hiring professionals.

A Paradigm Shift
Because the staffing industry has always kept contract margins hidden or simply undisclosed, most companies have never regulated the costs or flow of contract resources.

Many solutions have offered managed vendor programs aimed at reducing supplier lists and “capping” rates, but nSourceCPO actually transfers the ownership of both the sourcing and acquisition of the contractors to the end customer.

Power and Scalability
Innovative is part of one of the largest privately-held professional employer organization in the United States, with over 100,000 employees under payroll. Our buying power allows our customers organizations the benefit of lower rates, the financial stability necessary for scalability, and unlimited back office employment resources.

The Source of Success
nSourceCPO goes beyond mere payroll solutions, by providing a component for driving and managing contractors for internal managers. By leveraging the power of the Innovative sourcing engine, internal recruiters have a ready supply of talent at their desktop that rivals even their largest contract vendors.

Features:

Contractor Sourcing Engine that integrates with most Applicant Tracking Systems

Fully-disclosed and Customer-Controlled pricing model

Powerful Back Office of experienced contingent employment professionals

The power and stability of a global payroll leader



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