

# Building Human Equity



i n n o v a t i v e

One Hire at a Time



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# The nSource Solution for New Ventures

Innovative understands the challenges that young up-start companies face when it comes to acquiring and managing human capital, so we designed a suite of powerful yet affordable solutions to help meet these demands.

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## About Innovative

Innovative is part of one of the largest privately-held Professional Employer Organizations (PEO) in the United States, with over \$1.5 billion in revenues. A strong, stable company that has been associated with the insurance business since 1976, our parent organization, AMS has been providing employee leasing/PEO services since 1990. AMS serves thousands of clients and tens of thousands of employees nationwide.

As part of a vast network of small to mid-size businesses, our PEO customers can take advantage of our hallmark nSource recruiting solutions that allow start-ups to make the most of new capital.

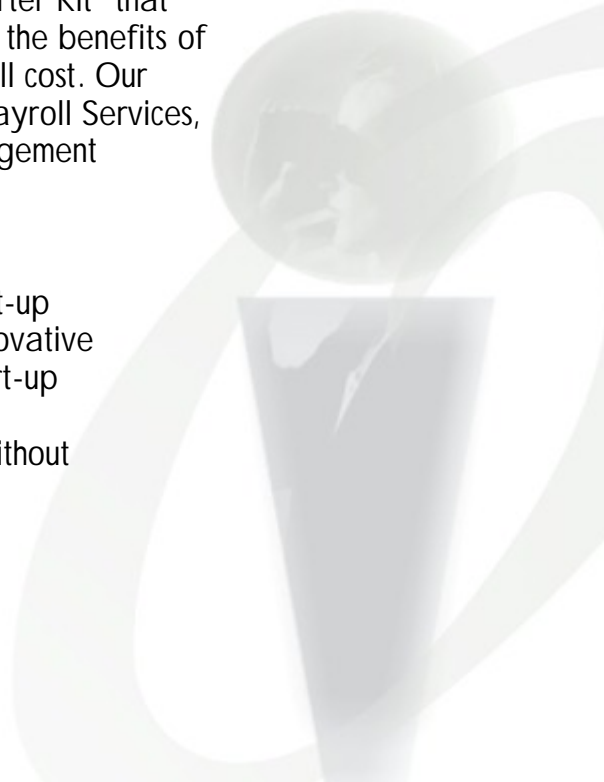
## Summary of Services

### The PEO Solution for a Seamless Start-Up

Our PEO Service is a comprehensive Human Resources "Starter Kit" that enables young companies from as little as three employees the benefits of a large company for a small fraction of their overall payroll cost. Our PEO Service includes our signature Human Resources and Payroll Services, Healthcare Benefits with a major indemnity, and Risk Management services.

### Recruitment Power without Capital Sacrifice

Our expertise in helping small companies identify core start-up talent has helped launch successful ventures since 1997. Innovative understands the talent profile inherent to any successful start-up company, and our nSource recruitment options make it both seamless and cost-effective to add critical human capital without sacrificing precious venture capital.





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## Not every PEO Solution is the same.

Innovative recognizes that not every organization is the same, so we have designed our PEO program with the flexibility that allows each customer to build their own unique employment solution.

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### Customization

Our administrative services provide the flexibility that many PEO solutions simply do not allow. Rather than offering a single, all-inclusive program option, our customers enjoy the freedom of scaling their services as they grow. This not only provides a more clear understanding of how we price our services, it also allows our customers the freedom of choice and portability when it comes to healthcare and supplemental programs.

### Administrative Services Include:

- ✓ Tax Payments, Reporting & Filings
- ✓ Unemployment Administration
- ✓ Multi-State Coverage
- ✓ Workers' Compensation Coverage
- ✓ Benefits Administration with a Major Indemnity
- ✓ Supplemental Benefits Program Design
- ✓ 401K Customization with Fidelity (Online Management Capability)
- ✓ Internet-Based Payroll Administration with Direct Deposit
- ✓ PTO Tracking through payroll
- ✓ Dedicated Service Team: Account Liaison, Customer Service Representative, Access to Management Team
- ✓ Recruitment Services & Counseling
- ✓ New Hire Enrollment Processing
- ✓ Discounted Specialized Search Consulting (10% fees)
- ✓ Personnel Record Keeping
- ✓ Human Resource Consulting & Assistance
- ✓ Employee Handbook Consultation
- ✓ Loss Prevention Advice
- ✓ Legal and Compliance: Signage and Forms Placement





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## Grow Your Team without Sacrificing New Capital

Over the last decade, many young companies were not prepared for the exorbitant costs involved in hiring the best talent in their markets. As a result, small firms overspent precious venture capital dollars to keep pace with the unpredictability of recruitment.

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The latest economic downturn left greater challenges for those ventures looking to secure new funding and grow, making it even more critical for companies to establish a cost effective hiring strategy that can withstand market and budget change.

### nSourceRPO: Manage Your Funding Wisely

Our Recruitment Process Outsourcing (RPO) solution was designed with young start-up companies in mind. By allowing companies a monthly hosting option with access to multiple recruitment resources, nSourceRPO delivers the performance of a full-scale recruitment staff at a cost model attractive to any potential investor.

With a full range of sourcing tools, Internet technology, and a dedicated recruitment team assigned to your needs, nSourceRPO allows start-up companies the benefits and power of a full hiring team for less than the cost of in-house recruiting personnel.

### nSourceHIRE: Powerful and Cost-Effective Per-Hire Options

Our core service, nSourceHIRE delivers traditional search expertise specific to start-up ventures, and our professionals have over ten years in identifying the types of key players necessary to get small companies off to the right start.

Our search professionals understand both the tangibles and intangibles that financiers and top start-up executives look for when assembling a world class venture. With proven expertise in software, hardware, telecom, and finance & accounting, our sourcing skills have gone unmatched since our inception.

Add to that our creative and aggressive hiring techniques such as internal hiring blitzes, our signature online Talent Pool collaboration tool, and flexible payment options and you have the ideal recruitment partner for any new venture.

