MINORITY-OWNED HUMAN CAPITAL SOLUTIONS AND ADVISORY

PRIDE GLOBAL

SERVICES, QUALIFICATIONS, AND DIVERSITY OFFERINGS

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WHAT WE’LL BE COVERING

- DIVERSITY STAFFING
- DIVERSIFIED STAFFING ALLIANCE (DSA)
- PAYROLL AND VMS
- LOGISTICS
- VOCATIONAL TRAINING
- APPENDIX
  (About Pride Global, Pride Global Network, National and Global Reach, Internal Affinity Groups)
- CONTACT US
COMMITMENT TO DIVERSITY

As one of the few minority-owned integrated human capital solutions and advisory firms, we offer an opportunity for our clients to satisfy Tier 1 diversity spending requirements.

Every background, experience, and perspective contributes to our unique culture and brings fresh approaches to our solutions. We are not here just to satisfy your clients’ Tier 1 diversity spending requirements, but also emphasize the importance of diversity hiring, inclusion, and awareness.

Through our Diversified Staffing Alliance—a trade association founded by Pride Global in 2013—we provide firms of diverse ownership access to business opportunities with leading corporate clients and Managed Services Providers that were previously beyond their reach.
Our current focus on this initiative is to develop **partnerships with organizations** that will allow us to tap into a more diverse candidate pool to fill client requirements. We are also expanding our data collection and reporting to assist clients with their diverse hiring efforts.

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ABOUT RUSSELL TOBIN

PROFESSIONAL RECRUITMENT AND STAFFING ADVISORY FIRM

INDUSTRIES WE SPECIALIZE IN:

ACCOUNTING AND FINANCE
INFORMATION TECHNOLOGY
ADMINISTRATIVE
LEGAL SERVICES
BANKING AND OPERATIONS
MARKETING
CREATIVE
R4R
HUMAN RESOURCES
SALES

DIRECT HIRING
Our recruiters are subject-matter experts and are strategically paired with clients based on industry experience.

CONTRACT HIRING
Our vetting process provides a robust candidate pool for fast turnaround when fulfilling your contingent labor needs.

RECRUITMENT PROCESS OUTSOURCING
We deploy a resource to sit onsite to complement your current recruiting team in order to help you reach your specific hiring targets.

RECRUITING FOR RECRUITERS
We leverage our recruiting expertise and resources to help your business build out an efficient Talent Acquisition team.

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The Information Technology recruitment team at Russell Tobin delivers an effective solutions-based experience to companies looking to hire technology professionals.

We partner with growing firms across the financial services, media, and technology industries to provide customized results based on efficiency and market knowledge. Our expertise lies in a specialized and transparent method of sourcing and recruiting for both full-time and contract technology professionals.
ABOUT PRIDE HEALTH

PROFESSIONAL HEALTHCARE RECRUITMENT AND STAFFING ADVISORY FIRM

CLINICAL STAFFING
We provide direct/contract staffing services for Nursing, Advanced Practitioners, and more.

NON-CLINICAL STAFFING
We provide direct/contract staffing for Healthcare Administration, Executive Level, Medical Coders, Research Professionals, and more.

ALLIED HEALTH
We provide direct/contract staffing services for Allied Health and Social Services.

JOINT COMMISSION CERTIFIED
This certification demonstrates our commitment and accountability to clients and the healthcare professionals we employ.
ABOUT PRIDENOW

STAFFING FOR INDUSTRIAL LABOR

SKILLED OR UNSKILLED
We provide both skilled and unskilled Industrial Labor at all experience levels for clients in various industries across the U.S.

CUSTOMIZEABLE SUPPORT
Our team supports Contract, Contract-to-Hire, and Direct Hire requests based on your business needs.

QUALITY CANDIDATES
Whether the request is high-volume or higher-skilled, our candidates are meticulously vetted to ensure they meet client expectations.

SOLUTIONS DRIVEN
We help manage the contingent worker population, offer timekeeping solutions, and can assist in all stages of the reporting and analytics process.

SKILLSETS WE SPECIALIZE IN:

- ADMINISTRATIVE SUPPORT
- AEROSPACE PROFESSIONALS
- ENGINEERING
  *Electrical, Mechanical, Manufacturing, and Design
- CALL CENTER/ CUSTOMER SERVICE
- ASSEMBLY
- MACHINIST
  *Operators to Programmers
- FORKLIFT DRIVERS
- MAINTENANCE TECHS
- WELDER/FABRICATOR/ SKILLED TRADESPEOPLE
- MANUFACTURING SUPPORT
  *Procurement, Planning, etc.
- QUALITY AND INSPECTION
DIVERSIFIED STAFFING ALLIANCE

HERE TO SUCCEED TOGETHER
At the Diversified Staffing Alliance—a trade association founded by Pride Global in 2013—we provide firms of diverse ownership access to business opportunities with leading corporate clients and Managed Services Providers that were previously beyond their reach.

Over the last two decades, Pride Global and its affiliates have helped organizations secure over $1 billion of opportunities to work with minority-owned firms. Every member added to our diverse collective is thoroughly vetted and screened to meet the industry’s most rigorous quality and compliance requirements. Headquartered in New York City, DSA helps provide minority-owned firms with not only access to new opportunities, but also support for building and scaling operations through a range of solutions including accounting, IT support, software, and assistance with insurance and legal requirements.

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OUR PURPOSE

DSA is here to facilitate relationships between small minority-owned staffing firms and large corporate organizations that are looking to funnel their spend to diverse suppliers. Many minority-owned staffing firms need an association that exists to support the staffing industry.

- Capital constrained and unable to effectively scale on several fronts
- Most firms require more insurance at higher costs
- DSA protects the vendor with screening and insurance coverage

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PAYROLL AND VMS
PrideOne works individually with each client to assess your current contingent worker state and to provide a customized payroll solution based on your requirements and needs.

We understand the current economic and regulatory landscape when it comes to employment. Our program managers and subject matter experts will work with you to create a customized and tailored approach, and our payroll services include the following employees: 1099 independent contractors, returning retirees, temporary staff, and other professional talent. Here are the types of programs we can deliver:

**PAYROLL AND PASS-THROUGH PROGRAMS**

PrideOne is the employer and takes on all responsibility for benefits and risks, along with providing cost-efficiency.

**VENDOR MANAGEMENT SOLUTIONS**

PrideOne acts as “outsourced HR” to manage recruiting through a pool of vetted suppliers who fill client roles.

**CONSULTANT LIFESTYLE MANAGEMENT**

Manage contingent workers on SOW agreements, outsourced, or other non-staff augmentation roles.
LOGISTICS
Rocket Shippers is a technology-forward 3PL that ensures reliable shipping and fulfillment, allowing you to focus on the growth of your business. Here’s how we can help:

- Warehousing & Inventory Management
- Order Fulfillment
  - Marketing Collateral
  - Training Materials
  - Sales Enablement Kit Fulfillment
  - Product/Samples
- Kitting and Assembly
- Customer Service
  - 1-800 phone answering
  - Live Chat
  - Email
- Returns Management
- Gift Card Fulfillment
VOCATIONAL TRAINING
VOCATIONAL TRAINING

HEALTHCARE STAFFING
- We provide our staff with training on basic patient care, how to identify stressful situations, and strategies on crisis prevention.
- Our staff have a minimum of one year of experience as a companion/direct care provider, are BLS trained, and have completed Joint Commission requirements—making them clinically capable of providing assistance to patients.

STAFFING & RECRUITING
- We strive to attract diverse talent and have partnerships with community organizations and associations focused on diverse professionals. **We have developed internal programs to improve recruiting practices:**
  - **Kick Off Calls:** Help managers open job scope and consider underrepresented candidates.
  - **Contractor Care:** Working closely with our contractors to foster inclusion.
  - **Interview Process:** Comprehensive interview process which aims to remove candidate biases that could take place.
  - **Job Ad Training:** Creation of inclusive job descriptions.
  - **Sourcing training:** Target diverse candidate pools through Boolean searches.
  - **Resume Training:** Help candidates tell their unique story.

WAREHOUSE & LOGISTICS
- Helping candidates reroute from jobs into careers.
- **Warehouse Experience**
  - Scanning
  - Organizational Skills
- **Assembly Experience**
  - Measurement
  - Process Mapping
  - Math Skills
- **Forklift Training**
  - Covers the required subjects with hands on certification and forms included for multiple types of industrial and power equipment handling.
THANK YOU!

CONTACT US

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CONNECT +
WEBSITE
www.prideglobal.com
APPENDIX
Pride Global is honored to be a certified minority-owned integrated human capital solutions and advisory firm that helps organizations solve complex human resource challenges.

Headquartered in New York City with operating offices throughout the United States, United Kingdom, and India, our network provides a diverse array of employment services including vendor management and payroll programs, business process optimization, CFO consulting, and comprehensive staffing services for both direct hire and contingent labor in many industries.

The Pride Global network of companies include PrideOne, Russell Tobin, PrideBPO, PRIDE Health, Pride Tech, Pride Advisory, PrideNow, Pride India, and Rocket Shippers.
PRIDE GLOBAL NETWORK

PRIDE GLOBAL
Minority-owned human capital solutions and advisory firm that helps organizations solve complex human resource challenges

PRIDEONE
Managed Services Provider of Contingent Workforce Management solutions

PRIDEHEALTH
Staffing and Direct Hire within the Healthcare and Social Services Industries

PRIDEA ADVISORY
CFO Consulting and Back Office Assessments

PRIDENOW
Providing staffing and recruiting solutions for the skilled industrial labor industry

RUSSELLOTOBIN
Staffing and Direct Hire across a variety of skillsets and industries

PRIDEBPO
Business Process Optimization providing on-shore and off-shore solutions, IT staffing and solutions in storage, networking, and cloud computing

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GLOBAL REACH

INDIA LOCATIONS

Chennai | Global Infocity, Block A, 4th Floor, Module #1, No.40, Kandanchavadi, Perungudi, Chennai - 600 096

Mumbai | 402 Access Work, Delphi, 402, C Wing, Orchard Avenue, Hiranandani Business Park, Powai, Mumbai - 400 076

Vadodara | Vadodara Hyper Atlantis Heights,403, Dr.Sarabhai Main Road,Vadiwadi, Vadodara – 390023

Bangalore Location 1 | Beech, E-1, Manyata Embassy Business Park, Outer Ring Road, Bengaluru- 560045

Bangalore Location 2 | 1391/16/1 Shree Arcade, 19th Main, 17th Cross Sector 4 HSR Layout, Bengaluru-560102

Pune | Level 2, Pride Accord Building, Baner Road, Pune – 411 045

UNITED KINGDOM LOCATIONS

London | WeWork - SouthBank Central 1st Floor, 30 Stamford Street London SE1 9LS

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We believe our differences make us stronger. As a certified minority-owned business, Pride Global is committed to strengthening our community by focusing on diversity and inclusion efforts both internally and externally.

To ensure continued progress with these efforts, we have formed a Diversity & Inclusion Committee that will work to address opportunities and obstacles that disproportionately affect people of color, women, members of the LGBTQ+ community, seniors, individuals with disabilities, and veterans. Pride’s commitment is intentional, focused, and measurable. We welcome opportunities to work alongside our current partners, develop new partnerships, and learn from one another on this journey.
THE LIONESS MISSION

Our mission is to identify opportunities and obstacles that disproportionately affect women at Pride and its affiliates and act upon them when and where appropriate. **We strive to provide a forum for all members of the Pride family to:**

- Learn from women in a variety of industries
- Give and receive professional and personal support
- Connect and build stronger relationships
- Share experiences and knowledge
Pride in Education is Pride Global’s 501c3 that focuses on job readiness for under-represented students in underfunded schools. We aim to empower the students of our communities with the requisite skills and resources to benefit from a good education, compete for the best opportunities in the job market, enhance their leadership skills, and ultimately find fulfillment in their personal and professional lives.

Where We’ve Been

- NYC High School of Art and Design (NYC)
- Healthcare Training Institute (NJ)
- Columbia Grammar and Preparatory School (NYC)

What’s to Come

✓ NYC ongoing program of career coaching/interview workshops
✓ Vocational training for those seeking to re-enter workforce

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