



QMR MICRO - WORKFORCE MANAGEMENT PROGRAM

Smart Solutions for Real Problems

QUANTUS
management
resources

WHO WE ARE

Quantus Management Resources (QMR) is a privately owned & operated boutique consulting firm providing Talent Acquisition and Alternative Workforce Management Solutions to Startups, Nonprofits & Small Businesses.

THE FOUNDER & CEO



Larry L. Chism is an Entrepreneur & Executive with 25 years of Business Experience in Retail Management, B2B Professional Sales, Non-Profit Fundraising, & Talent Acquisition Solutions.

As a Talent Acquisition Professional, Larry has owned & operated two successful boutique Executive Search firms in Chicago & Boston. He started his Recruiting Career during the mid 90's working for Robert Half (RHI) then later for Management Recruiters International (MRI) & other local MA based search firms. During his tenure, Larry supported a diverse group of high-profile clients that included companies like United Technologies Corp. (UTC), Staples, PAREXEL Pharma & EMC Corp.

INTRODUCING THE MICRO WORKFORCE MANAGEMENT PROGRAM (MWMP)

Quantus Management Resources (**QMR**) recognizes that, in the war for talent, small businesses & nonprofits face their own unique challenges. Hiring the right people can mean the difference between building competitive teams that overcome barriers to success or creating work environments plagued with poor communication, conflicting agendas and other inefficiencies that ultimately lead to collective performance problems and inevitable failure!

To reduce the negative short falls limited resources can have on the competitiveness of small organizations, QMR designed the Micro Workforce Management Program to address this challenge.

MWMP is a service offered primarily to QMR Business Partners.

MWMP SERVICE BENEFITS!

- You Receive High Quality Full-Service Permanent Placement Recruiting at **NO FEE!**
- You Enhance the Talent Acquisitions Capacity of Your Business at Virtually **NO INCREASE** to Your Operating Costs
- You Eliminate the Need to Hire **EXPENSIVE** Staffing Services, **LIMIT** Your Payroll **BUDGET** for Retaining Inhouse Recruiters & **REDUCE** Expenses for Supplying Applicant Tracking and Candidate Sourcing Tools to Do Their Jobs!
- You Gain “**Peace of Mind**” by Reducing Your Financial Liabilities & Legal Exposures That Could Mean the Difference Between Economic Prosperity or Going Out of Business!
- Finally Allowing You to Focus More **TIME, ENERGY & RESOURCES** to Other Equally Important Areas of Your Business!

NO FEE DIRECT HIRE RECRUITING ASSISTANCE

INCLUDES:

- Conducting Pre-Applicant Sourcing, Screenings & Confirming Candidate “Must Have” against “Nice to Have” Job Skill Requirements.
- Composing a List of Best Applicants to Begin the Interview Process.
- Managing Interview Schedules Between Hiring Authorities & Candidates while Providing Status Updates & Timely Feedback.
- Conducting Reference Checks & Extending Job Offers on Behalf of Hiring Authorities (If Requested).

JOB DISCIPLINES RECRUITED BUT NOT LIMITED TO:

- Sales (Base, Draw/Commission)
- Business Management
- Office & Clerical
- Customer Service
- Human Resources
- Information Technology
- Finance & Administration
- Communications
- Marketing
- Systems & Engineering



DISCLOSURE

Micro Workforce Management Program DOES NOT Support:

- Straight or Draw vs. Commission Sales Positions
- Direct Patient Medical Care Positions – Example: LPN's, NP's, or Other Nurse Type Occupations etc.
- Non-Office Workplace Based Positions – Example: FT/PT Industrial/Residential Construction or “Hard Hat” Required Occupations, Straight Outside Sales, Warehouse Based Jobs, Landscaping Etc.

HOW TO RECEIVE NO FEE DIRECT HIRE RECRUITING

- **STEP ONE** – Become a QMR Business Partner (BP) – **(REQUIRED)**

This Includes:

1. Review & Sign the 3rd Party Service Agreement.
2. Review & Sign the MWMP Addendum that Specifies the Guidelines for Receiving NO FEE Direct Hire Recruiting Assistance.

- **STEP TWO** – Transfer “Employer of Record” Responsibilities for **TWO+** Salaried/Hourly Staff to our Micro Workforce Management Program (MWMP) as Outsourced Personnel **(REQUIRED)**.

1. They Must be Earning \$35K or MORE in Annual Gross Income.
2. They Can be Full Time, Part Time (30 hrs.) or New Pending Hires.
3. They Can **NOT** be Straight/Draw Commission or Volunteer Personnel.

STEP TWO

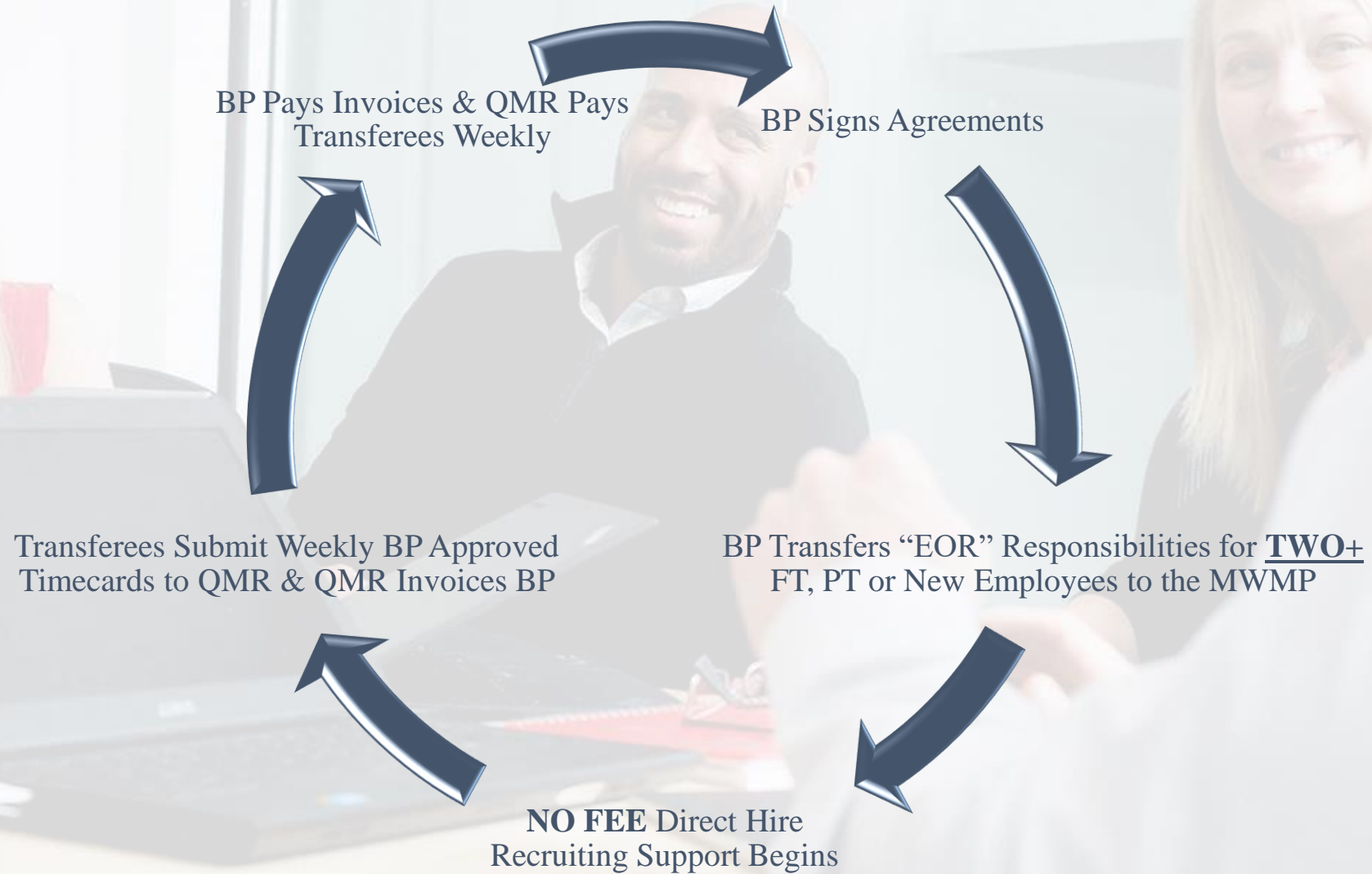


Employee #1
FT or PT



Employee #2
New/Pending
Hire

BUSINESS PARTNER (BP) - MWMP SERVICE CYCLE



MWMP SERVICE COST

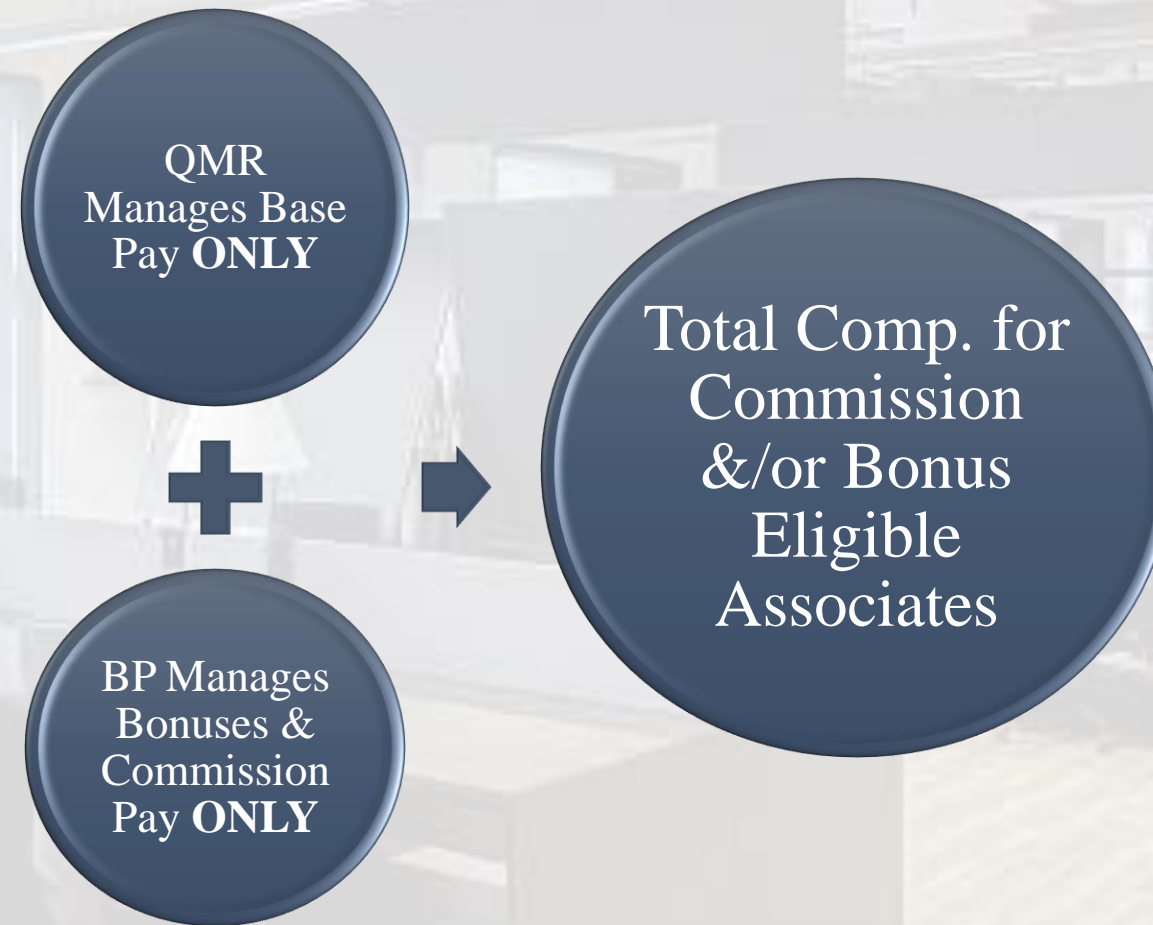
Cost Calculation:

- Transfer “EOR” of 2+ Associates Earning **\$35K/Yr.+ EACH** to QMR.
- QMR Pays Staff & Generates BP Invoices based upon Accumulated Billable Hours; a **Minimum 38% Mark Up** (40% in CA) is Added to Each Employee’s Hourly Base Pay Rate to Cover “Employer of Record” (EOR) Expenses & “Service Retainer.” **NOTE: For Employers, the Mark Up replaces the standard cost incurred covering Employment Taxes & Benefits for Direct Hire Employees.**
- **Bill Rate X Number of Worked Hrs. Per Week = COST!** (Refer to Bill Rate Diagram Below)



PAYMENT PROCESS FOR BONUS ELIGIBLE TRANSFEREES

(For Sales & Similar Type Positions ONLY)



WHAT DO TRANSFERRED ASSOCIATES RECEIVE?

PAID WEEKLY



401K PLAN



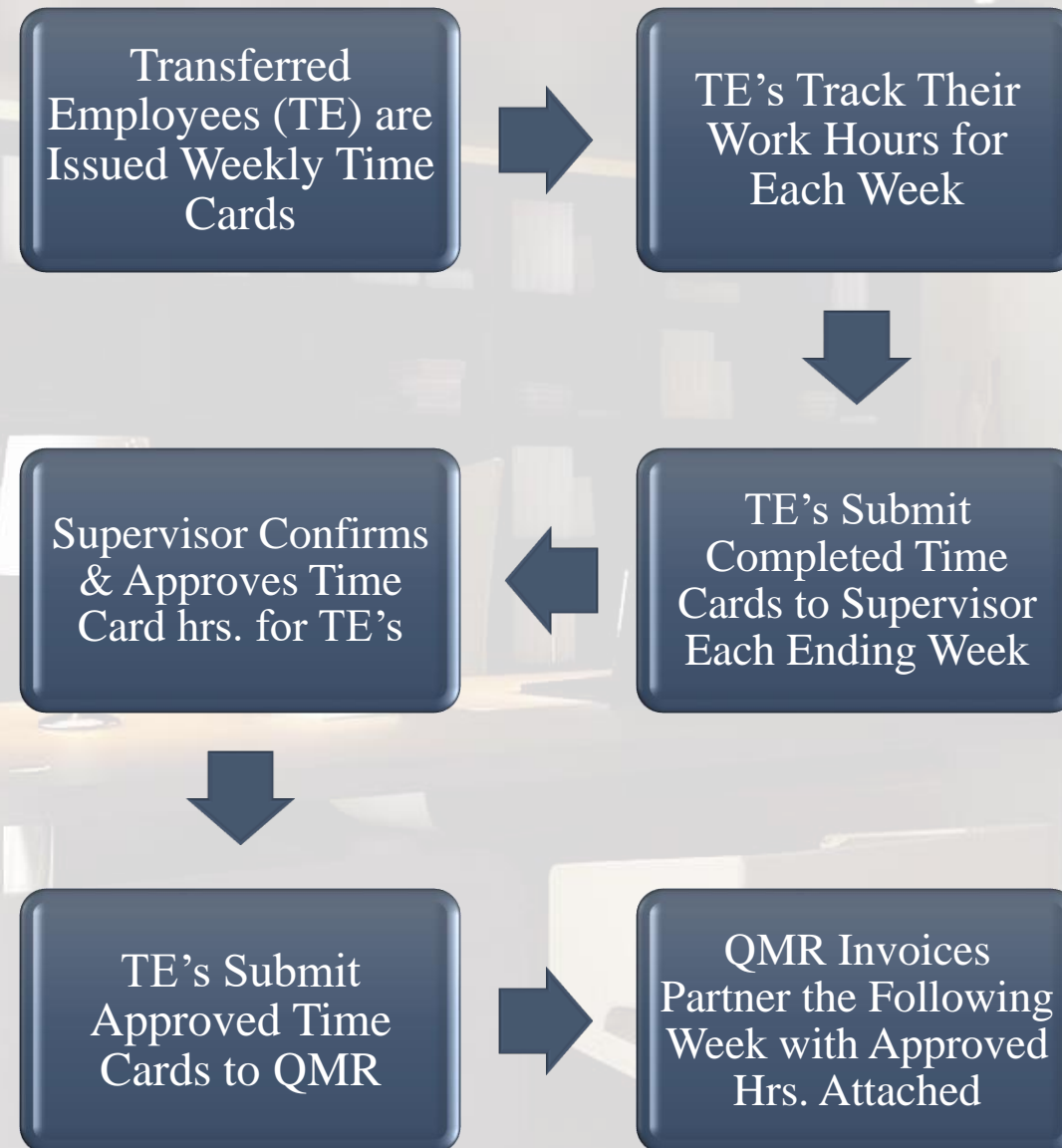
HEALTHCARE BENEFITS



ACCESS TO UNEMPLOYMENT BENEFITS



BILLING & INVOICING CYCLE





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