



HIGH CHARACTER AND HARD WORK ABOVE ALL ELSE

WELCOME!

At Insight Global, our purpose is to grow our people Personally, Professionally and Financially. We only promote from within and have created an environment that centers around training and development at every level. We focus on one-on-one mentorship, upward mobility and developing future leaders. Our culture is second to none. We take care of each other and work alongside employees that become family. Our shared values are incorporated into every aspect of our company: Everyone Matters, We Take Care of Each Other, Leadership is Here to Serve, High Character and Hard Work Above All Else & Always Know Where You Stand.

Insight Global is an industry leading talent solutions firm based in Atlanta, Georgia. With more than 58 offices across North America, our staffing experts have helped more than 3,000 companies find the right people, resulting in more than 41,000 successful job placements in 2019 alone. While Insight Global is known for staffing and managed services, we have made strong company culture the centerpiece of our business, achieving several Best Workplace honors in Fortune Magazine and other publications.



SALES CULTURE SCORES

(Ranked Top 5% in the following categories compared to similarly sized companies in the U.S.)



Our industry-leading growth serves as a testament to putting our employees first and knowing clients will in turn will receive the best possible service.



CLIENTS: Insight Global works with over 600 of the Fortune 1000 Firms.



COMPENSATION: 62% of employees make over \$100k their second full year in sales

This data was generated by Comparably, a workplace transparency platform, based on anonymous feedback from current employees at Insight Global.

OUR SHARED VALUES

OFFICE LOCATIONS

**EVERYONE
MATTERS**

**WE TAKE CARE OF
EACH OTHER**

**LEADERSHIP
IS HERE TO SERVE**

**HIGH CHARACTER
AND HARD WORK
ABOVE ALL ELSE**

ALWAYS

KNOW WHERE YOU STAND

CULTURE

Life at Insight Global centers around a culture where everyone matters. It's about high character, hard work and inclusion. We interact daily in a fast-paced, high-energy environment. Our open, collaborative space ensures that coworkers push each other to achieve the highest levels of success, while also providing encouragement and assistance whenever needed. If you are someone that embodies our shared values, there will always be a place for you at Insight Global.



RECRUITER POSITION

In order to build the foundation for a successful sales career, every person in our company starts their career as a Recruiter. While recruiting, you will learn the fundamentals that will prepare you for your promotion into sales. Recruiting is the backbone of our company and you must understand the business before you can sell it. A Recruiter's main responsibility is finding the right candidates for our clients' staffing needs. They do so by conducting phone and face-to-face interviews using our internal database, job boards, and networking. The role requires a great deal of teamwork, but also the ability to exercise independent judgement and discretion while working on projects. As a Recruiter you will improve your business acumen while forming a good understanding of technical skillsets and how to work with a sense of urgency. You will work side by side with your Account Manager mentor to learn how to interact with and develop business relationships with clients; all transferable skills that will help prepare you for a promotion into Account Management and long-term success within the company.

ACCOUNT MANAGER POSITION

Account Managers are the face of the organization and leaders within our offices. They are responsible for building relationships with hiring managers at Fortune 1000 firms with the goal of making Insight Global their sole talent solutions provider. Relationships start with networking. Account Managers connect with prospective clients and set up an introductory meeting to learn about hiring needs and present services. They become engrained in the clients business by building relationships through meetings, lunches, and customer events. Their goal is to develop a true understanding of the client's hiring needs in order to provide the best possible candidates. We believe that the key to creating a lasting business partnership is through a strong relationship built on trust and unparalleled customer service.

TRAINING

We believe it is critical to not only hire amazing people, but to also invest in them through training and development. To that end, Insight Global University was built within our headquarters to provide world-class training to our people. Insight Global puts a heavy emphasis on training, and embodies the idea that training and development never ends. From new hires to senior executives, all employees are trained and developed throughout their career via one-on-one mentorship, classroom training, group discussions, shadowing top leaders, and a learn-by- doing approach. There is nothing more important to our company than the individual development of our people. "The IG Way" is a 10 month program on average, designed to empower Recruiters to be proactive in their own development.

CAREER PATH



RECRUITER TRAINING AT INSIGHT GLOBAL UNIVERSITY

Every new Recruiter comes to IGU in their third week for Recruiter Training. An important topic of Recruiter Training is teaching our Recruiters about Grit, which is hard work, passion and perseverance to hit long-term goals. The other main focus of this class is teaching company culture and key recruiting fundamentals to ensure our Recruiters find success early on in their career.

INSIGHT GLOBAL UNIVERSITY STANDARD CLASSES

Future Pro Training

- Sales 101 & 201
- Pro 101 & 201
- Electives
- Sales Manager Training

- New Office Training
- Recruiter Training
- GRIT Training
- Future Sales Training

- Continuing Education
- Managed Services
- Future Leaders Training

COMPENSATION & BENEFITS

BASE SALARY



Base increase upon promotion to Account Manager

CAR ALLOWANCE



After promotion, Account Managers receive a monthly car allowance of \$450

CELL PHONE ALLOWANCE



Account Managers also receive a monthly cell phone allowance of \$100

UNCAPPED COMMISSION



Upon promotion, Account Managers receive uncapped commission that is paid weekly



Half-day & Full-day Fridays off
(contingent upon maintaining weekly spread)



Paid Time Off
0-2 years: 2 weeks
3-4 years: 3 weeks
5+ years: 4 weeks



Eligible for pre-tax 401k & Roth 401k after 90 days



Healthcare, Dental, Vision



Paid Sick Days



Health & Wellness Offerings



Employee Assistance Program



Commuter Benefits



Discounts at Retailers Nationwide



Maternity/Paternity Leave Representative



Company-Paid Life and Disability Insurance



Financial Planning Seminars



Annual Service Week Hours



IG GIVES BACK

In 2020, we are taking our philanthropic efforts global and partnering with OneWorld Health. Together, we will help bring sustainable healthcare to East Africa and Central America by raising capital to build two brand new healthcare facilities in Bundibugyo, Uganda and Matagalpa, Nicaragua.



WOMEN'S LEADERSHIP COUNCIL

The Women's Leadership Council (WLC) was formed to further Insight Global's commitment to the strategic advancement and retention of women in leadership. We encourage all women interested in professional advancement and leadership development to get involved and help promote the mission of the WLC: Evolve, Advance, Partner!



DIVERSITY COUNCIL

The Diversity Council's mission is to promote diversity and talent by fostering an environment that ensures people from all backgrounds, cultures, and perspectives have equal opportunities to succeed and grow at Insight Global.