



Website: www.teemagroup.com
Phone: +1-833-MY-TEEMA (698-3362)
Fax: 604-484-8484
Email: jointheteem@teemagroup.com



TEEMA MEMBERSHIP

TEEMA is disrupting the staffing and recruiting industry by flipping the script: we reward top producers by providing the highest commissions and most flexibility. We take the entrepreneurs-at-heart, give them the capabilities of a multi-national firm, and, to put it plainly, we get out of their way. We've eliminated the corporate politics, constant micromanagement, and long commute to work.

TEEMA is a next-generation hybrid business in the staffing and recruiting industry. On one side, TEEMA functions as a virtual peer-to-peer platform for top producing recruiters. On the other side, TEEMA performs like a high-powered agency servicing clients, candidates, and consultants.

Full-Time Direct-Hire

Contract-Hire

Retained Search

Payroll Services



TOP NEW GROWTH COMPANY



Top 250 ICT Companies
Top 10 ICT Staffing Companies



Overall Growth Company
Top 100 Human Resources Companies
Top Growth Companies



Top 100 Global Company

Technologies | Healthcare IT | Sales | Marketing | Accounting & Finance | Engineering | Supply Chain & Logistics
Life Science | Healthcare Practitioners | Executive | HR & Operations.



A message from the TEEMA Founder, Brian Antenbring

A revolution is beginning.

"My journey in life, through successes and failures, has shaped TEEMA into what it is today – one of the fastest growing recruiting and staffing providers in North America.

Many have asked me how we've been able to make TEEMA into this success story; such a unique model, never quite scaled to this type of success. How were we, in the early years, able to attract hundreds of clients and place thousands of contractors and/or candidates with them?

The secret is this: We're a Member-focused next-generation agency that attracts the best and brightest staffing and recruiting professionals throughout North America. While TEEMA is committed to servicing our clients, consultants, candidates, and partners, it all starts with empowering our Members to their greatness.

At TEEMA, we want to provide our Members an exceptional user experience. When our Members are supported by an amazing infrastructure and team around them, they begin to believe in themselves and the company they represent. Once they believe in themselves, then they can truly provide our clients, consultants, and candidates with the attention to detail that they deserve.

We have a clear mandate at TEEMA: revolutionize the staffing and recruiting industry by unleashing the entrepreneurial spirit in our Members. If you want to be empowered to your own greatness and work with a cutting-edge staffing and recruiting firm, then join the revolution at TEEMA!"

- Brian Antenbring

Trustworthy **E**ntrepreneurial **E**mpowered **M**ember Driven **A**ccountable

Our Vision:

**To Impact The World
Through Passionate People**

By attracting and retaining the best staffing and recruiting professionals, we'll be able to create the greatest environment of high performers ever seen in the industry. A byproduct of this? We'll inevitably create the best service for our candidates, consultants, and clients.

Our Mission:

**To Build Meaningful
Relationships**

We know it starts and ends with people. That's why TEEMA knows it begins with bringing the right people in the door. Once their in, we help our Members foster their relationships to the fullest. By building authentic and meaningful relationships, good things usually happen.

Our Purpose:

**To Empower People
To Greatness.**

There is no "one-size fits all" definition of greatness. Each one of our Members is going to define greatness and success differently. We realized this very early. That's why we've created a platform that fits what our Members need for their own lifestyles and we go out of our way to help them achieve their own personal definition of success.

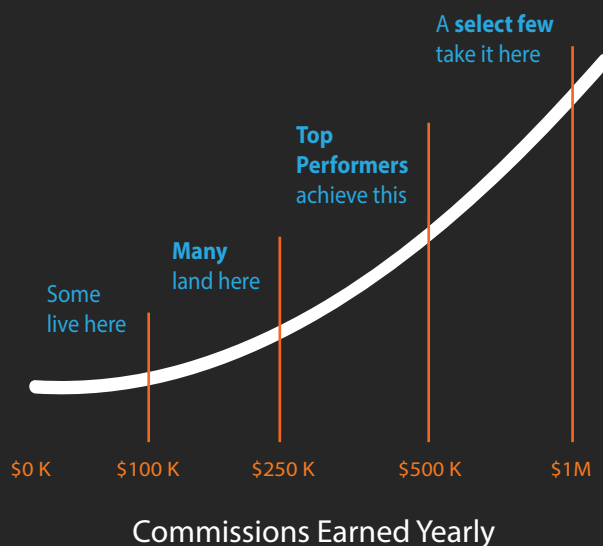
TEEMA Pay & Perks

TEEMA's commission structure is the most generous & competitive in the industry. The majority of TEEMA's profits flow to its Members. Why? Because that's the way it should be.

80% of all fees are paid out to our Members as commissions

What can you earn?

"Everyone is on the same commission plan. The difference between our Members is that one person decides to earn more."



Other Key Facts about TEEMA

- ▶ Our Members are all entrepreneurs. Because they aren't employees of anyone but themselves, they have the opportunity to realize the lifestyle and income benefits of owning their own business.
- ▶ TEEMA operates as both a backoffice and split-network. While each member runs their own full-desk, they all have the opportunity to collaborate on job orders and share candidates.
- ▶ Our Members have the ability and autonomy to freely negotiate rates, terms, and conditions with their clients, consultants, and candidates. No corporate handcuffs.

What does TEEMA offer our Members?

Centralized Backoffice

- ▶ Invoicing and Billing Department
- ▶ In-house Contracts Department
- ▶ Payrolling and Onboarding Department
- ▶ Full Liability and Worker's Comp Insurance
- ▶ The ability to W2 and Temp Consultants / Contractors

Productivity Tools

- ▶ Company-wide ATS and CRM
- ▶ Time and Expense Tracking Software
- ▶ Contract Management Software
- ▶ Internal Collaboration Software coined TEEMAconnect
- ▶ Free and Discount Access to Recruiting Tools

Corporate Branding

- ▶ Marketing Collateral (Digital and Print)
- ▶ TEEMA Email Address and Phone Number
- ▶ Personalized Business Cards
- ▶ Internal Company SWAG/Apparel Store
- ▶ Up to date website and videos

Regional and Vertical Specific Teams

- ▶ Our Members have the ability to collaborate on delivering talent for their clients. Come into TEEMA and run a full desk, recruit, or just do business development. We are stronger together than we are apart. We rely on collaboration, as over 70% of our placements result in splits between our Members.
- ▶ We have over 225 Members spread out throughout North America. This means our Members can service clients in any vertical and any geographic region.

Other Perks

- ▶ Flexible Work Schedule: At TEEMA, you manage your day. Members don't have to request vacation time, they just take it. Mandated metrics? We don't have those either.
- ▶ President's Club and Sales Contests – monthly sales contests and an annual President's Club. In recent years, we've been to Las Vegas, Dominican Republic, and Mexico.
- ▶ Annual Sales & Networking Retreat – Every year, we create a conference in Las Vegas where all of our Members have the chance to network and learn from a variety of key note speakers.

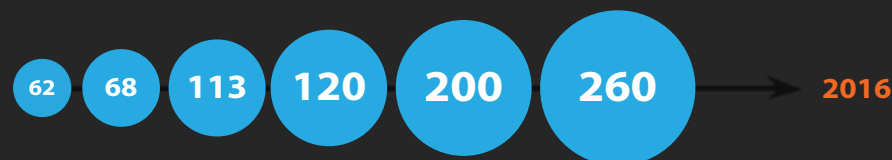
TEEMA by the Numbers

TEEMA Members are located throughout North America. The map below is just a sample of our spread throughout the continent. The best part? You're able to service clients in any vertical and any region throughout North America. This means collaborating with Members from the North, South, East, and West.

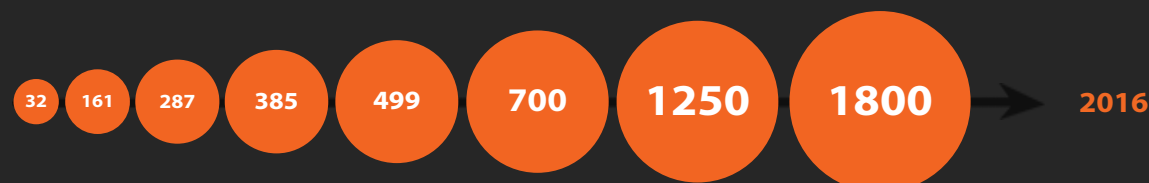
TEEMA Membership



TEEMA Net New Clients



Total New Placements



Total Qualified Job Orders

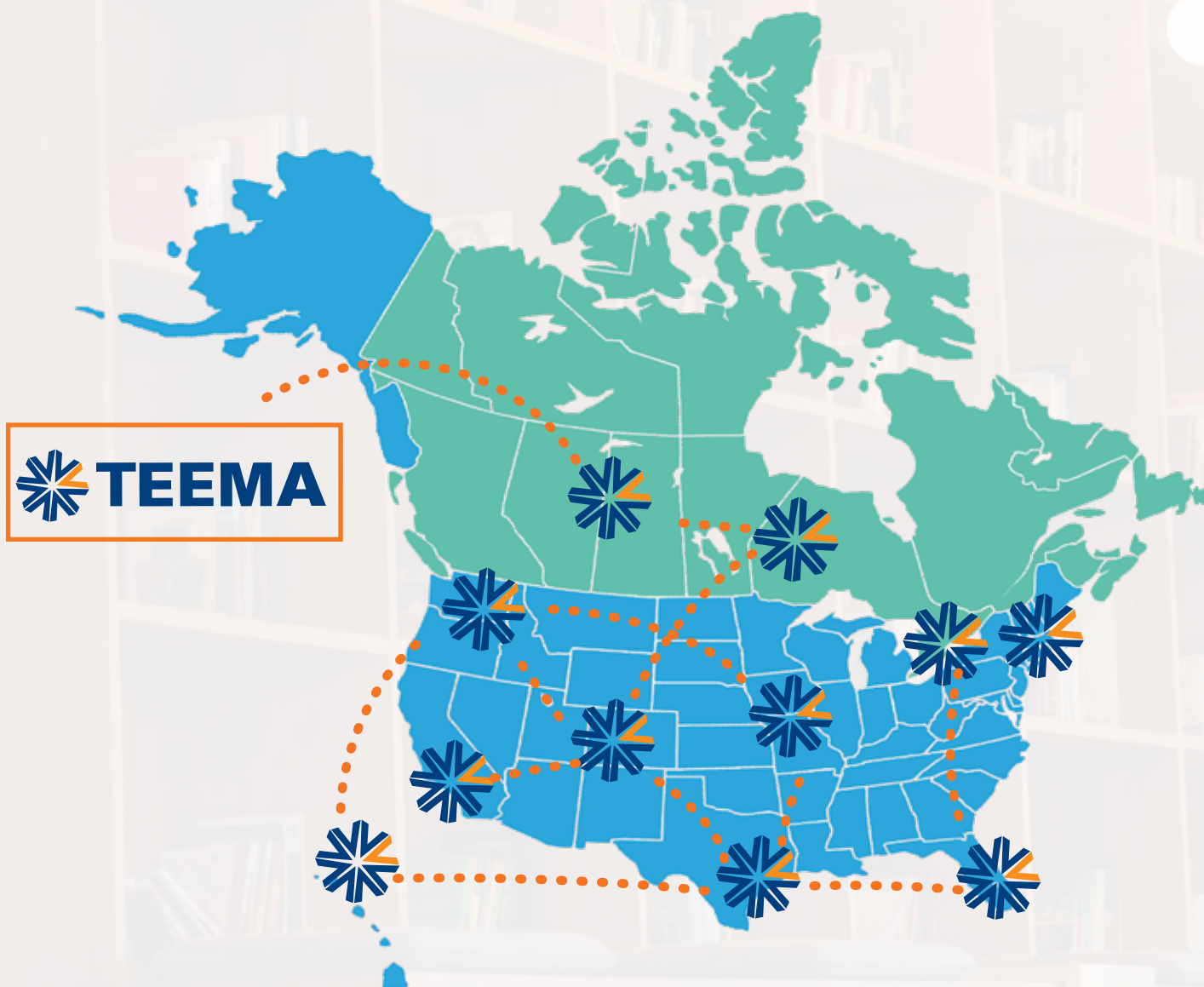


Other key statistics

- ▶ Over 70% of our placements are splits between our Members
- ▶ Over 90% of our clients repeat business with us
- ▶ We have a "no rookie" policy. This means we only accept tenured professionals onto our platform.
- ▶ We've grown for 40 quarters straight – something we are very proud of.

Where in the world is TEEMA?

TEEMA Members are located throughout North America. The map below is just a sample of our spread throughout the continent. The best part? You're able to service clients in any vertical and any region throughout North America. This means collaborating with Members from the North, South, East, and West.



What do our Members have to say?

"After 10 years of working in a traditional recruitment agency, I set out to look for something different, perhaps to start my own business. I ended up being referred to TEEMA and the decision to join TEEMA ended up being a simple one. It was simply a great model with great people!"

"I was looking for a challenge and needed a career where I could develop my own business strategy and reap the rewards from my efforts."

"TEEMA's membership model attracted me as the company leaders encourage an entrepreneurial culture, are open to fresh ideas and ask Members to share best practices from their own client experiences. Since each TEEM Member comes from a strong background of Sales, Recruiting or Client Management, the mutual philosophy of exceeding expectations ensures that everyone is on the same page, working toward a common goal. Hybrid opportunities to, "be your own boss" in a TEEM environment seldom come along, I'm glad the TEEM saw in me what I'm now seeing in them."

"Hybrid opportunities to "be your own boss" in a team environment seldom come along - and that's exactly what TEEMA provides."

"I was looking for business ownership, flexibility in how I work, the ability to run my own desk, and of course, unlimited earning potential."

"I wanted the backoffice system support so I could focus on what I do best and not be bothered by all the administrative nightmares of running a business. Oh, and I don't mind walking down the hall to my office and seeing more of my family!"

"I was astounded by how seasoned the Members are at TEEMA. Knowing many of them from past positions and others by reputation alone, I respected them as one of the most talented teams compiled in this industry and knew I wanted to be part of this dynamic TEEM!"

"TEEMA Group is a network of tenured staffing and recruiting professionals who had the urge to branch out on their own, but wanted to keep the collaboration and community of a large firm. Our Members leverage TEEMA's backoffice infrastructure and other TEEM Members do service clients, candidates, and consultants better. Our Members believe that they are stronger together than they are apart, and that keeping a team atmosphere is crucial to staying sharp in this industry."

If you're interested in learning more about becoming a Member at TEEMA, feel free to contact us!

CONTACT US

Phone: +1-833-MY-TEEMA (698-3362)

Fax: 604-484-8484

Email: jointheteem@teemagroup.com

Website: www.teemagroup.com

Useful Links



LINKEDIN

Visit Webpage



GLASSDOOR

Visit Webpage



TEEMA

Visit Webpage