

# Why TEEMA



For 15 years, we've been revolutionizing the staffing and recruiting industry with our award-winning, stable, and proven business platform. With a team of over 250 specialists serving 1,000+ clients and generating \$200M+ in revenue across Canada and the USA, we're proud of our track record.

We champion the entrepreneurial spirit within our Members, equipping them with the capabilities of a full-service multinational firm and empowering them to exceed their potential. Through partnerships with our specialized members, they drive our business development, achieving more than ever before.

Our membership of recruitment professionals enjoys unparalleled choice and flexibility, leadership opportunities, a supportive community, and top-notch service. They also benefit from comprehensive back-office support and industry-leading commissions.

On top of all that, we cut out the office banter, politics and micromanagement. We focus on delivering excellent services for our Clients, Consultants and Candidates, lifestyles for all, and richer communities everywhere we operate.



## Awards





# Our Journey



"It all began with a visionary concept and humbly offering Technology-based staffing and recruitment services. With rapid and recognized award-winning business growth, a consistent focus on attracting top recruitment talent and an unwavering pursuit of excellence, we expanded into new markets that started in the West and continued East. A few years later we crossed the Southern border and continued to expand our service offering across eight staffing verticals including Healthcare, Engineering, Accounting and Finance and more.



As TEEMA continues to evolve, our purpose of "Bringing great people together to live better" stands firmly at our core. This is how we achieve it:

- For our **Clients**, we continue to strengthen our service model foundation and enhance our service
- For our **Candidates**, we obsess about providing them with an excellent experience
- For our **Members**, we provide tools, training, mentorship and a network of experts

We appreciate those who have been part of this journey with us. For those yet to work with us, reach out through [jointheteem@teemagroup.com](mailto:jointheteem@teemagroup.com). We look forward to helping you connect with great people so you can expand your business, better your service and live better with us."

– **Jeremy Brown, CEO**





# What We Believe



## OUR PURPOSE

Bringing great people together to live better.

## CORE VALUES

### Trustworthy

Do the right thing and do things right

### Entrepreneurial Spirit

Be in the business for yourself but not by yourself

### Empowered

Define your success

### Member Driven

Impact and influence your community

### Accountability

Own your setbacks and success

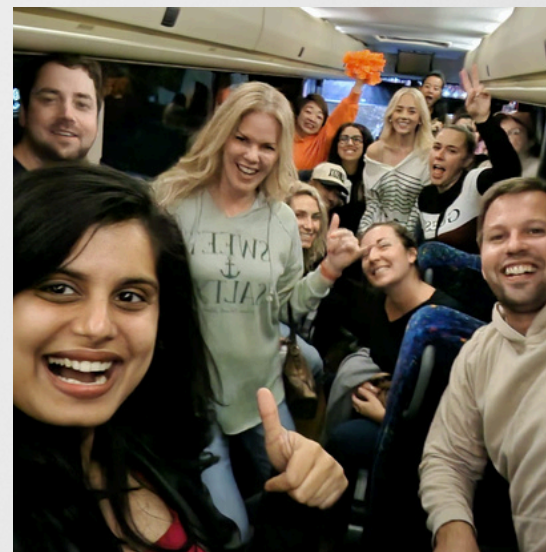
## OUR PROMISES TO YOU

**BEST COMMUNITY**

**BEST LIFESTYLE**

**BEST EXPERIENCE**

**BEST COMMISSIONS**



# Our Focus



## Core Staffing Verticals [\(click to learn more\)](#)

We represent top talent at all levels, across all industries within these categories of skills.

- Technologies
- Engineering
- Healthcare Practitioners
- Healthcare IT
- Accounting & Finance
- Sales & Marketing
- Supply Chain
- Operations

## Core Services [\(click to learn more\)](#)

- Contract Hire
- Full-Time Direct Hire
- Payroll Services
- Executive Search & Retained Services
- Managed Services

## TEEMA By the Numbers

TEEMA MEMBERSHIP	240
NET NEW CLIENTS	187
TOTAL NEW PLACEMENTS	3,276
TOTAL QUALIFIED JOB ORDERS	5,551

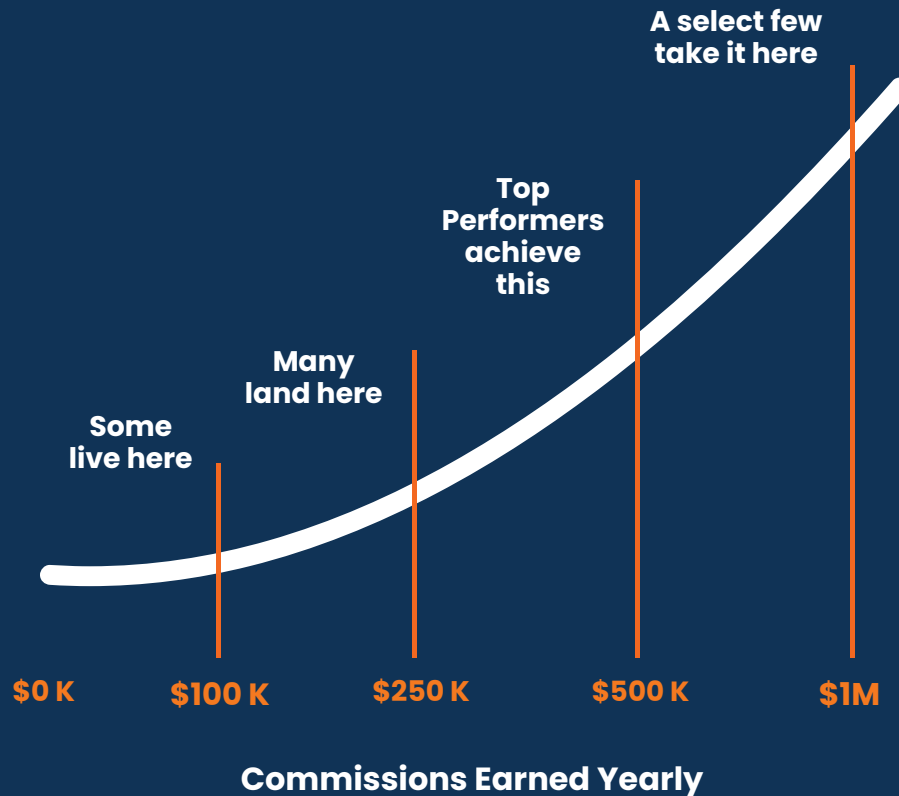
*\* Data based on 2023 fiscal year*



# Pay & Perks



## UNLIMITED EARNING POTENTIAL



## Commission & Business Opportunities

- Up to 80% of commissions are paid out for both direct hire and contract placements.
- Our highest performers and Community contributors earn Company Profit Sharing based on business tenure and revenues.
- Profit sharing for Partners who attract and develop new Members and help drive TEEMA's overall profitability, top-line revenue and other team member successes.

## President's Club

At TEEMA, we believe in recognizing and celebrating excellence. Our annual President's Club is a testament to this commitment. Each year, we bring together our top performers from across North America and around the globe to commemorate their outstanding achievements over the past year. With exotic destinations like the Dominican Republic, Caribbean Cruise, and the stunning shores of Mexico, President's Club is not just a reward—it's an unforgettable experience that embodies our culture of success and camaraderie.





# What TEEMA Offers



## Community & Culture

- **You're surrounded by great people** – who all bring recruitment experience and a specialization, want to succeed and partner in doing business together. We're collaborative, supportive and on the same team! All under one powerful and reputable brand.
- **You're encouraged to get involved** – We host weekly sales meetings and monthly seminars to enhance your business skills and personal growth. Additionally, regular committee gatherings and the invitation for SME Members to join select executive meetings influence the direction of TEEMA, strengthening our platform.
- **You're invited to connect** – with an Annual Sales Conference where all our Members have the delightful opportunity to network and learn together.
- **You're incented to perform** – with Quarterly Sales Contests and an annual President's Club trip (fully paid). In recent years, we've been to Puerto Vallarta, Los Cabos, Playa Del Carmen, Cancun, the Dominican Republic and a Caribbean Cruise.

## Regional & Vertical Specific Teams

- We have Partners who drive Membership growth and alignment in various markets across North America and eight staffing verticals.
- Members collaborate with our community of diversely specialized recruitment professionals to deliver outstanding service and top talent for our Clients, regardless of location or vertical.
- Come into TEEMA and build a portfolio of Clients, run a full desk or exclusively focus on recruiting. Choose to focus in a single or multiple staffing verticals. We are stronger together than we are apart. Over 80% of our placements involve two or more Members.

## Corporate Branding

- A robust and up-to-date website with Member Bios
- Social media campaigns
- Marketing collateral
- Customized prospecting materials
- TEEMA Email Address, Phone Number and Business Cards
- TEEMA SWAG/apparel and more



# What TEEMA Offers



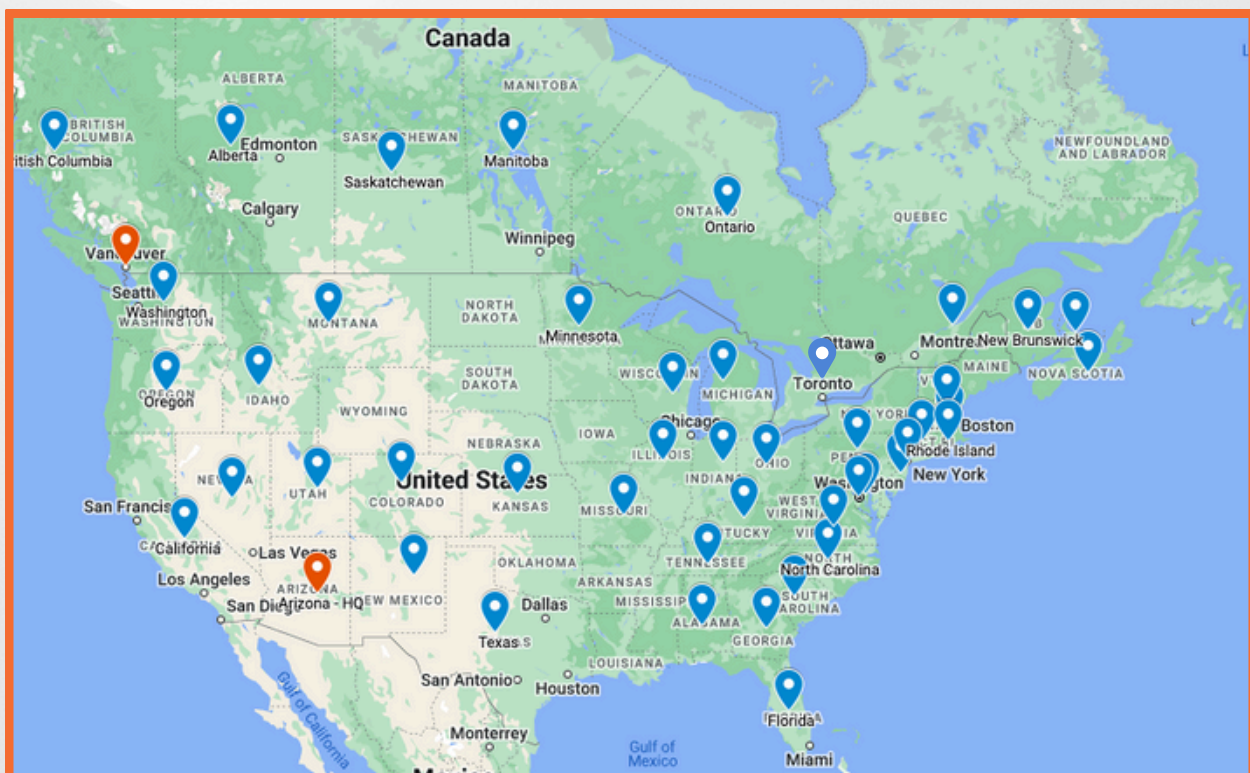
## Foundational Tools

- E-learning Platform and Certifications
- TEEMAconnect (Intranet) for Internal Communications, Committees, Community events, Workflows, Policies, etc.
- Bullhorn Applicant Tracking System (ATS), Sales Customer Relationship Management (CRM) and Time & Expense System (BTE)
- Reporting and Analytics within Bullhorn, PowerBI and custom financial applications
- Some group discounts on job boards and other recruitment tools.

## Centralized Back Office Services

- In-house Contracts Department along with a legal advisory team
- Full Commercial General Liability, Errors & Omissions, Worker's Comp, Allied Health/Malpractice
- We deploy Incorporated, W2 (USA) and T4 (Canadian 'Term') employees as Consultants
- Onboarding & Credentialing Departments
- Payrolling – we offer weekly, and semi-monthly pay depending on candidate status and region.
- Billings & Collections

## Broad Member Coverage





# What Our Members Have to Say



"My purpose is to live in service. In service of my family and loved ones, my clients, candidates and my recruitment partners. I have been able to fulfill that purpose here at TEEMA."

## Sarita DeVries

Senior Associate, Client & Talent Manager  
TEEMA Member since 2021



"I joined TEEMA so I could have the freedom to live the life I choose. To be able to build a business with great people but have the flexibility to be able to live anywhere. I am still at TEEMA because this community is amazing. The way people push each other to become great. I feel like there is a lot to learn here. I feel the opportunities are life changing."

## Jarrood Evanyshyn

Senior Associate, Talent Manager  
TEEMA Member since 2022



"I'm having so much fun. I'm winning again. I'm collaborating with amazing people, which is where I do my best work. I feel like a winner, a badass, and I know I'm making a difference in people's lives here at TEEMA and for patients, and the clients we staff."

## Deira Gerritsen

Senior Associate, Client Manager  
TEEMA Member since 2020



"It is amazing! Working at TEEMA allows me the freedom to control my schedule. As long as I can keep the communication between Clients, Consultants/Candidates and Members prompt and effective, I can do all I can with my time. We have the power of choice, however, with power also comes responsibility."

## Mufaddal Khairullah

Senior Associate, Client Manager  
TEEMA Member since 2012



"I'm constantly being challenged at TEEMA. It is a competitive environment, which I love. I am an athlete, so that kind of challenge drives me and keeps me growing."

## Desiree Biermann

Senior Associate, Talent Manager  
TEEMA Member since 2017



"I joined TEEMA for independence and flexibility. Who wouldn't want to be able to pick up their laptop and work from anywhere whenever they want? I spend 5-6 months at my cottage, back to my home base, and then off to warmer climates."

## Alison Smith

Senior Associate, Client and Talent Manager  
TEEMA Member since 2013





# Make TEEMA Your Home **Today!**



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

## CONTACT US

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