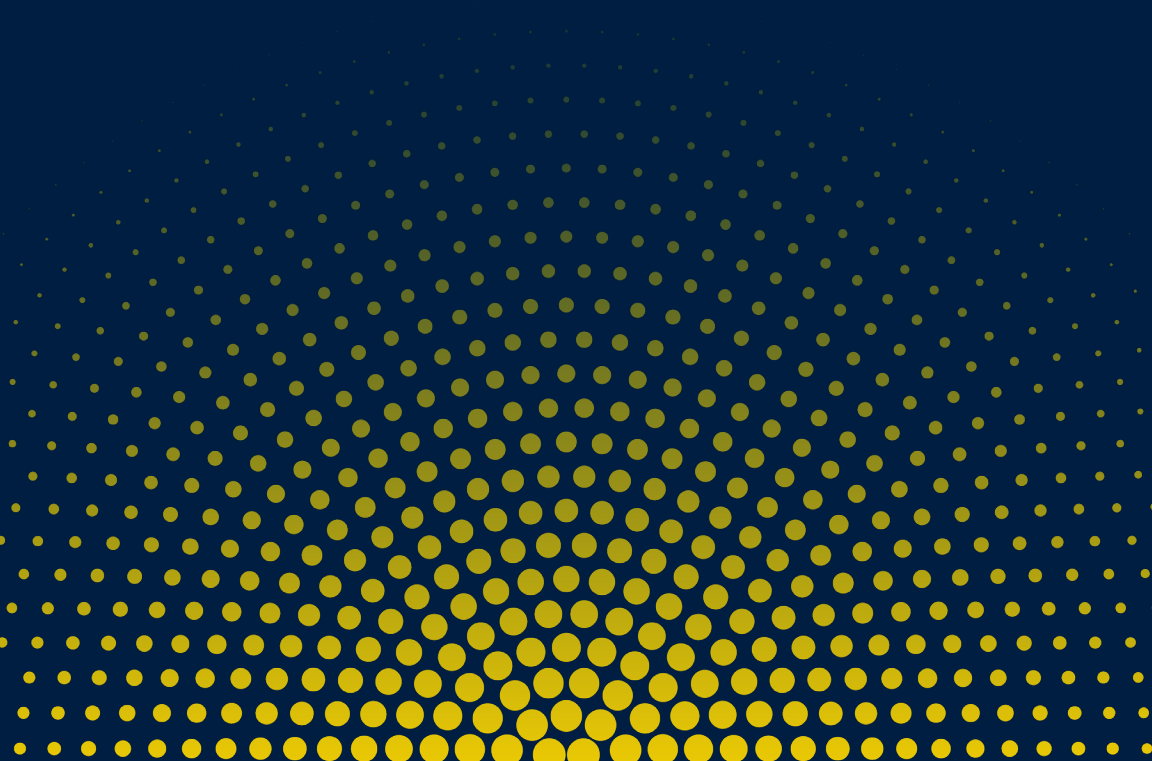




YOUR SALES CAREER BEGINS HERE

We're a staffing company dedicated to
connecting people with opportunities.





**"WE BELIEVE THAT IF WE
DEVELOP OUR PEOPLE
TO BECOME THEIR BEST
SELVES, THEY WILL IN
TURN TAKE CARE OF
OUR CUSTOMERS, OUR
CONSULTANTS, AND OUR
CANDIDATES IN WAYS
THAT FAR EXCEED ANY
EXPECTATIONS."**

BERT BEAN, *Chief Executive Officer*

INSIGHT GLOBAL

AND THE STAFFING INDUSTRY

We are a sales driven organization helping people grow personally, professionally, and financially, so they can be the light for the world around them. If you have the drive to be successful and want to be a part of something greater than yourself, you've come to the right place. To us, staffing is about making a difference in the world around us. We relentlessly pursue opportunities for others and help match qualified candidates with Fortune 1000 companies. Here at Insight Global, every individual's uniqueness is celebrated, promotions are based on performance, and coworkers become lifelong friends. Your success begins here.



GRIT

Grit isn't about knowing all the answers. It's about having the courage to dream and the perseverance to achieve those dreams. At Insight Global, we value grit because it drives success and fuels growth.

Whether grit comes naturally to you or not, our mission is to help you use it to build a career you can be proud of. You don't need to have everything figured out to work here. In fact, we look for individuals who are at the beginning of their journey, ready to embrace challenges with determination. We believe hard work and resilience are key to a fulfilling career. We'll provide everything you need to succeed here, but it begins with you.





OFFICE LOCATIONS

We have 70+ offices located in top cities across North America and the United Kingdom. We are continuing to grow rapidly by opening three to five offices a year, while expanding our presence in more industries and more Fortune 1000 companies.



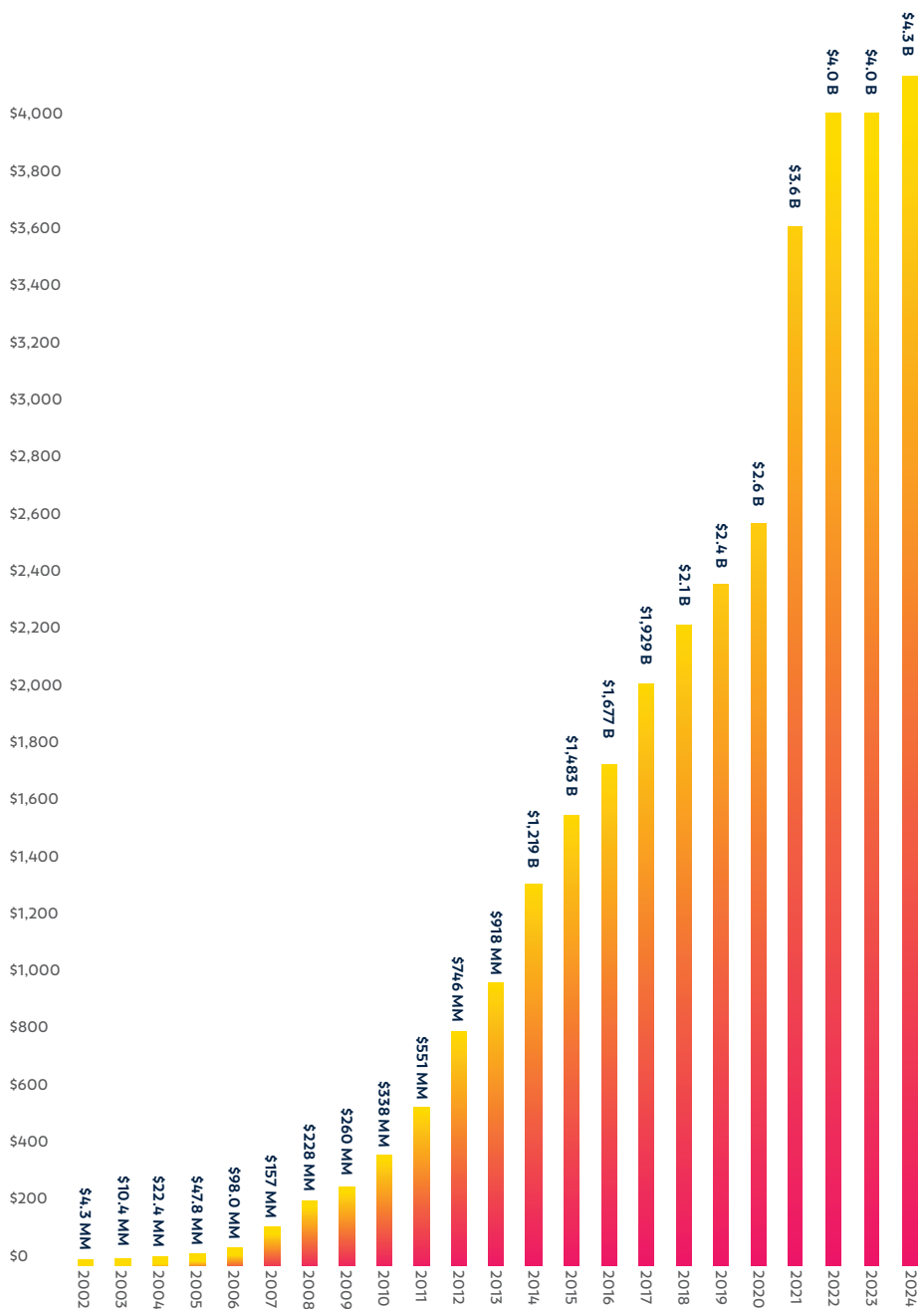


HEADQUARTERS

- Montreal, QC
- Ottawa, ON
- Toronto, ON
- Waterloo, ON
- Hartford
- Boston
- Providence
- Stamford
- New York City
- Morristown
- Philadelphia
- Harrisburg
- Baltimore
- D.C.
- Richmond
- Virginia Beach
- Raleigh
- Charlotte
- Greenville
- Columbia
- Charleston
- Jacksonville
- Orlando
- Fort Lauderdale
- Miami
- Tampa
- Pensacola
- New Orleans
- Birmingham
- Huntsville
- Memphis
- Nashville
- Chattanooga
- Atlanta
- Dayton
- Cincinnati
- Louisville
- St. Louis
- Indianapolis
- Chicago
- Grand Rapids
- Detroit
- Cleveland
- Pittsburgh
- King of Prussia
- Buffalo
- Milwaukee



HISTORICAL GROWTH IN REVENUE



AWARDS & ACCOLADES



FORBES
AMERICA'S BEST EMPLOYERS
FOR NEW GRADS



COMPARABLY
BEST SALES TEAM



SIA
LARGEST STAFFING FIRMS
IN THE UNITED STATES



FORBES
AMERICA'S BEST EMPLOYERS
FOR VETERANS



COMPARABLY
BEST CEOs FOR
DIVERSITY & WOMEN



FORBES
AMERICA'S BEST PROFESSIONAL
RECRUITING FIRMS



OUR SALES IDENTITY

Our Shared Values are the fabric of our company; they're who we are and shape everything we do. Our Sales Behaviors reflect our mentality, how we approach business, and what makes Insight Global stand out from our competitors. Together, they form our Sales Identity and represent who we are as a sales organization.

OUR SALES BEHAVIORS

Build In-Person Relationships
Be Urgent, Aggressive, and Direct
Relentlessly Compete
Find A Way
Be Elite

OUR SHARED VALUES

Everyone Matters
We Take Care of Each Other
Leadership is Here to Serve
High Character & Hard Work Above All Else
Always Know Where You Stand

WHO WE HIRE

We're focused on hiring the best talent, regardless of major, school, or experience. We are looking for individuals with grit, leadership potential, and a competitive spirit. If you're driven, personable, and embody our Shared Values, you're the right fit for Insight Global.

01 PERSONALITY

We look for those who have strong personalities, who are positive, charismatic, and have a willingness to connect with others.

02 GRIT

This job is challenging, but it's extremely rewarding. We want the type of people who persevere beyond the hard stuff and proactively pursue long-term goals, work well under pressure, and can handle difficult situations. There will always be obstacles, but how our people handle them is what sets us apart.

03 TEAM

Together, anything is possible. IG employees must want to be part of a team and work well with others. Every success story has a team of people behind it.

04 CULTURE

Of everything, our culture is the most important and our Shared Values define us: Everyone Matters, We Take Care of Each Other, Leadership is Here to Serve, High Character & Hard Work Above All Else & Always Know Where You Stand. Our employees (and those we seek to hire) live out these Shared Values.

05 SALES

We want someone who's motivated, excited about sales, looking to start a long-term career, and can embody our Sales Behaviors: Ability to Build in-Person Relationships; Urgent, Aggressive, and Direct; Relentlessly Compete; Always Find a Way; and Be Elite.



CAREER PATH

Insight Global is one of the world's largest staffing firms. What does that mean? We make hiring easy for our clients. Since 2001, we've expanded from a small entrepreneurial startup to over \$4 billion in revenue. Our growth is driven by our award-winning company culture, comprehensive training programs, and of course, our people. We pride ourselves on hiring elite entry-level sales candidates because we believe in promoting within. Each employee starts as a Recruiter before earning a promotion to Account Management.

As an entry-level Recruiter, you'll be supported by a team of mentors to show you the ropes and give guidance every step of the way. From day one, you'll be immersed in The IG Way, a cutting-edge training program designed to not only teach how we operate, but also how to accelerate your sales career.



RECRUITER

The purpose of the Recruiter role is to build the foundation for a successful sales career at Insight Global. As a Recruiter, you'll learn all about staffing and our services—and how to sell them to current and future clients. You'll play the role of matchmaker for companies and candidates by reviewing resumes from our internal database and online job boards, conducting phone interviews, preparing candidates to meet hiring managers, and ultimately negotiating job offers to get them hired.

The average employee spends approximately six months in the Recruiter role before enrolling into either Account Manager Training (AMT) or Professional Recruiter Training (PRT). The next 8 to 12 weeks, you'll be working to earn your promotion into either role by applying the skills and knowledge you learned to real-world scenarios with your future clients.

ACCOUNT MANAGER

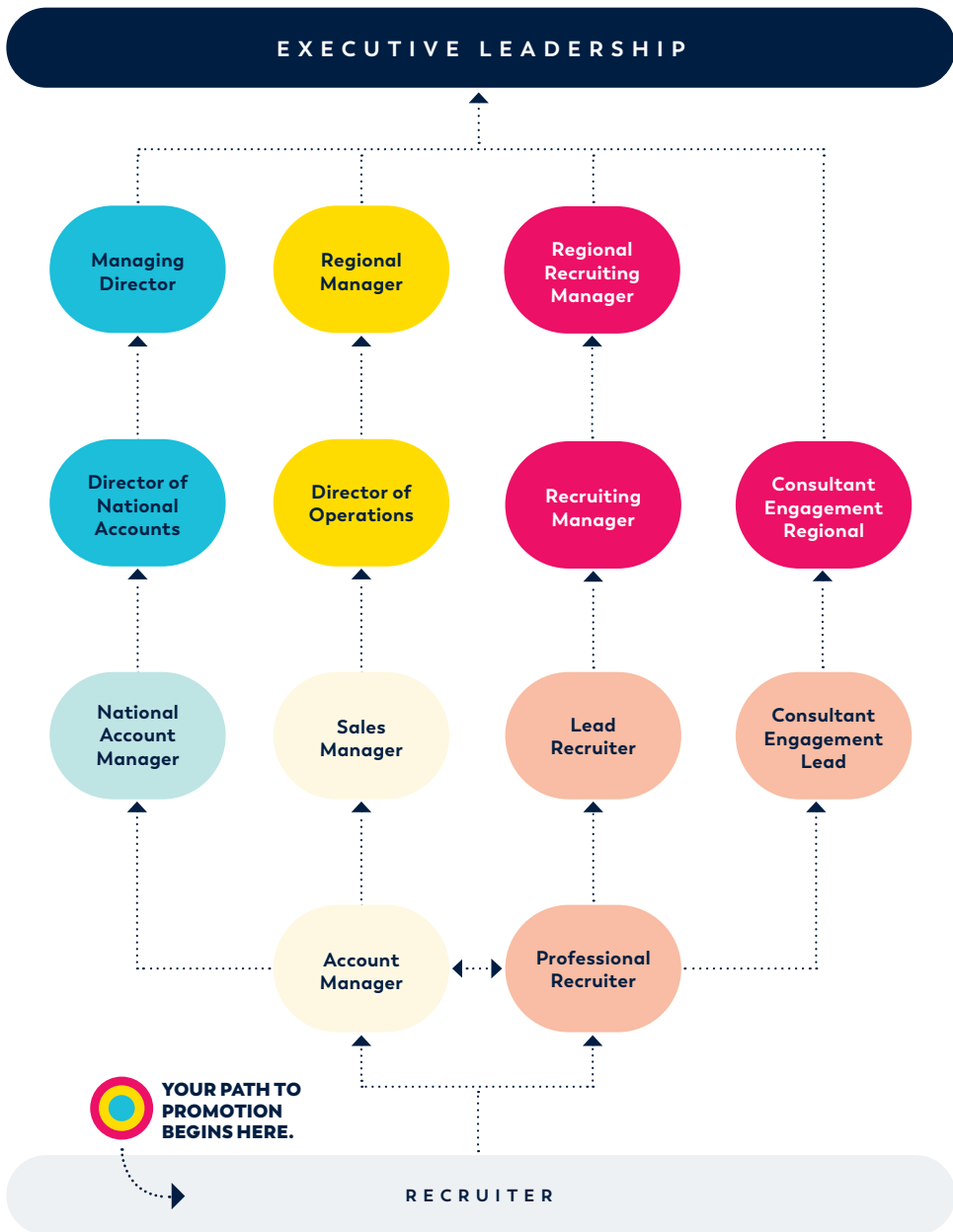
Account Managers are the face of our organization. They work directly with hiring managers at Fortune 1000 companies by researching and targeting organizations in need of staffing services. They make an initial connection through networking and cold calls, ultimately becoming valuable business consultants and building long-term relationships with their clients. Account Managers run in-person meetings and lunches to get to know hiring goals, team dynamics, and sell how our services can elevate their business. They'll then gather job requirements and work hand-in-hand with our Recruiting team to find the perfect candidates to fill each role. Account Managers don't sell a product; they sell staffing and are experts when it comes to all things hiring.

PROFESSIONAL RECRUITER

When it comes to Professional Recruiting, think next-level Recruiting and a different take on inside sales. Professional Recruiters are experts in their craft, focused on job seekers and our consultants. Their job is to identify top talent, then work to pair those candidates with the perfect job. They get to know the experiences and career aspirations of each job seeker to match clients to consultants. Once the placement is made, our Professional Recruiters continue to work closely with each consultant, guaranteeing a world-class experience and offering continued support throughout their careers. Our Professional Recruiters accounted for over 80% of our job placements last year.



CAREER ADVANCEMENT OPPORTUNITIES



**Additional roles and career opportunities are posted to our Internal Job Board daily.*

**"INSIGHT GLOBAL PUSHES YOU TO
BECOME YOUR BEST SELF - PERSONALLY,
PROFESSIONALLY AND FINANCIALLY. YOU
TRULY HAVE ENDLESS OPPORTUNITIES AT
YOUR FINGERTIPS."**





TRAINING AND DEVELOPMENT

INSIGHT GLOBAL UNIVERSITY

Nothing is more important to our company than the personal, professional, and financial development of our people. Insight Global University is our signature development institution designed to equip our people with everything they need to succeed. This is a multidisciplinary resource that includes one-on-one mentorship, classroom training, group discussions, and a hands-on, learn-by-doing approach.



THE IG WAY

From the very first day, all our people are immersed in The IG Way. This state-of-the-art program is designed to teach how we operate, from our company culture to the fundamentals of our business to honing your craft. Built through collaboration among our company's best and brightest, every participant is empowered to own their development and build a successful career through interactive guides, reviews, and training. The IG Way is broken down into two guides over the course of two years depending on what path you choose.

LEADERSHIP ACADEMY

Insight Global believes everyone can be a leader, regardless of their job title. Our Leadership Academy is the "Higher Education" of our Training and Development Organization. The focus of Leadership Academy is to build leadership skills and facilitate a growth mindset. Leadership Academy's content is structured around our three most fundamental aspects of leadership: Leading Yourself, Leading Your People, and Leading the Business. This opportunity is open to all future and current leaders at IG. The curriculum is constantly evolving to serve our growing population of leaders.



PHILANTHROPIC PARTNERSHIPS

We are committed to Being the Light to the world around us. At IG we believe that Everyone Matters, meaning we strive to give more, serve more, and make a difference in the world every day. We do so in partnership with unique philanthropic groups, including OneWorld Health, our internal Insight Global Family Foundation (IGFF), and through employee impact hours. We care for our people, our communities, and the world around us. In line with this purpose, we are committed to donating \$15 million by 2030 to our national, global, and local charity partners. Our Be The Light Fund allows us to support the charity partners we give back to. Learn more at InsightGlobal.com/BeTheLight.

Honduras, 2023





OneWorld Health

OneWorld Health supports communities in developing countries to bring permanent, sustainable healthcare to the chronically underserved. There are many areas in the world where basic care doesn't exist. Because of this, minor injuries or illnesses can lead to significant suffering. As a company, we have given more than \$5 million to OWH to fund the construction and operation of 7 brand-new healthcare facilities in Uganda, Nicaragua, and Honduras. Since 2022, we have sent 238 Insight Global employees on service trips to operate outreach clinics, serve in community outreach, and celebrate the grand opening of our newest Grit clinics. We are so excited to continue this partnership into 2025 so that our employees can continue to experience what it means to Be the Light to the world around us.



Insight Global Family Foundation

The Insight Global Family Foundation (IGFF) was established to assist internal employees and consultants who experience unforeseen events that puts them into a genuine financial hardship. Since January 2020, the IGFF has granted more than \$3.5 million dollars to help over 700 individuals and families in a time of need to return to a better place, allowing them to continue their personal and professional development.

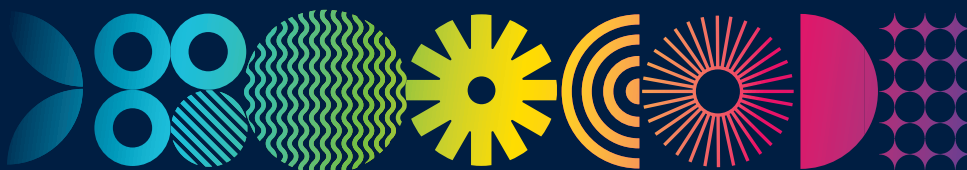
Service Week

We believe the most valuable form of giving is time. Every Insight Global employee receives one week of paid time to serve the people and causes they're most passionate about. We care deeply about how acts of service impact our communities and our personal development journeys.



ESG stands for Environmental, Social, and Governance. The ESG team focuses on our collective impact on our people, the planet, and the communities in which we operate. They look for all the ways we can Be the Light to the world around us. This team is highly supported, with over 500 ambassadors across the company, bringing with it the opportunity to have a greater impact. No matter what your passions are, you will find opportunity, purpose, and meaning by joining any of these communities.

DIVERSITY COUNCIL • WOMEN'S LEADERSHIP COUNCIL
PHILANTHROPY • WELLNESS • SUSTAINABILITY COUNCIL



Employee Network Resource Groups

Our ENRGs are voluntary employee-led groups whose aim is to foster a more diverse, equitable, and inclusive work environment.

LA FAMILIA

Latin Employee Networking Group

VETERANS NETWORK

Veteran's Group

APAC

Asian + Pacific Islander Networking Group

PRIDE

LGBTQ+ Community Group

B.E.E.

Black Employee Experience Group

SAME

South Asian Middle Eastern Network

THE TRIBE

Jewish Community Networking Group

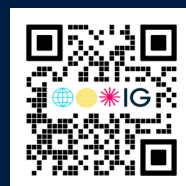
ADAPT

Advocates of the Disabled and Abled
Progressing Together

Our Impact Report

Insight Global's Impact Report is a reporting strategy that highlights the success of the company and the impact that we had on the world because of that success.

Scan the QR code to access our impact report.



BENEFITS AND COMPENSATION

Compensation

Base salary increases upon promotion to Account Manager or Professional Recruiter. Uncapped commission: Account Managers and Professional Recruiters can earn uncapped commission, paid weekly.

Free

therapy sessions through
Lyra Counseling

\$5K

in Long Term
Incentive Plan (LTI)
signing bonus

\$6,120

in cell phone allowance &
commission supplement
for account managers

HSA, FSA, and DCFS

Pre-tax Commuter Benefits

Monthly Parking Stipend

Discounted Pet Insurance

401K

and company-paid Life Insurance.

Company-subsidized Medical, Dental and
Vision with UHC and Cigna. Voluntary
Life and AD&D, Short-term & Long-term
Disability with The Hartford.

Employer-paid

sick days

Up to 4 Weeks Paid Time Off (PTO)

8 Company Holidays

Philanthropy

five service days

3 Floating Holidays

Hybrid Work Environment

Half-Day and/or Full-Day Flexible Fridays*

**Contingent upon maintaining weekly spread*

Up to \$10K

in assistance for unplanned
hardships through the Insight
Global Family Foundation (IGFF)

Up to 12

weeks of parental
leave pay

Fertility

benefits provided
through Progyny

Wellness Offerings

Employee Assistance Program

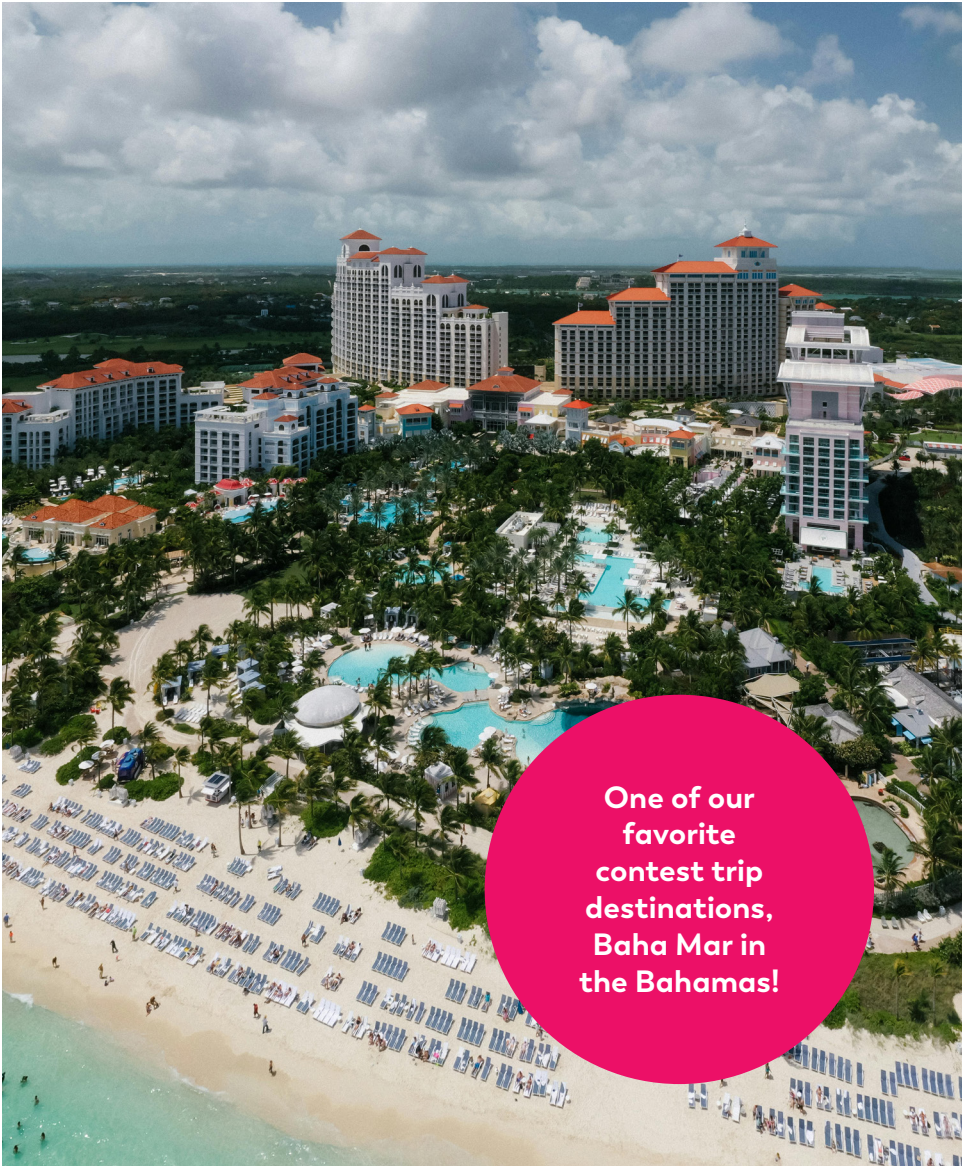
Mental Health Seminars

Subscriptions*

Company Discounts*

**To Peloton, Calm, and Sanvello*

**LA Fitness, Hertz, AT&T and many more!*



One of our
favorite
contest trip
destinations,
Baha Mar in
the Bahamas!

CONTEST TRIP

This is an all-expenses-paid, five-day incentive trip for you and your significant other. You'll receive a cash bonus and equal amounts of LTIs (long-term incentive). Over 1600+ people attend the contest trip each year. Contest winners earn the opportunity to meet requirements that allow them half-day flexible Fridays after one contest and full-day flexible Fridays after two contests.

TITAN

To be named a Titan at Insight Global is an unrivaled honor. Titan is the highest award an employee can receive and is special because it is attainable by any employee, no matter their tenure. Nominated by peers, Titans are those who vigorously live out our Shared Values and encourage others around them to do the same every single day. Becoming a Titan is a legacy you will hold in the company forever, and because of that, we send our Titans to Maui each year in celebration of their dedication to our company values.



**WE ARE A COMPANY DEDICATED TO THE
PEOPLE WHO MAKE US WHOLE. OUR
CONSULTANTS WHO GIVE US PURPOSE. OUR
CLIENTS WHO FUEL OUR DRIVE. AND OUR
IG FAMILY WHO INSPIRE OTHERS EVERY
DAY WITH THEIR DETERMINATION,
PASSION, AND CARE.**

