



POLSKI HOLDING REKRUTACYJNY



If there is any one secret of success, it lies in the ability to get the other person's point of view and see things from that person's angle as well as from your own.

Henry Ford

POLISH HOLDING OF TEMPORARY
AND PERMANENT STAFFING AGENCIES

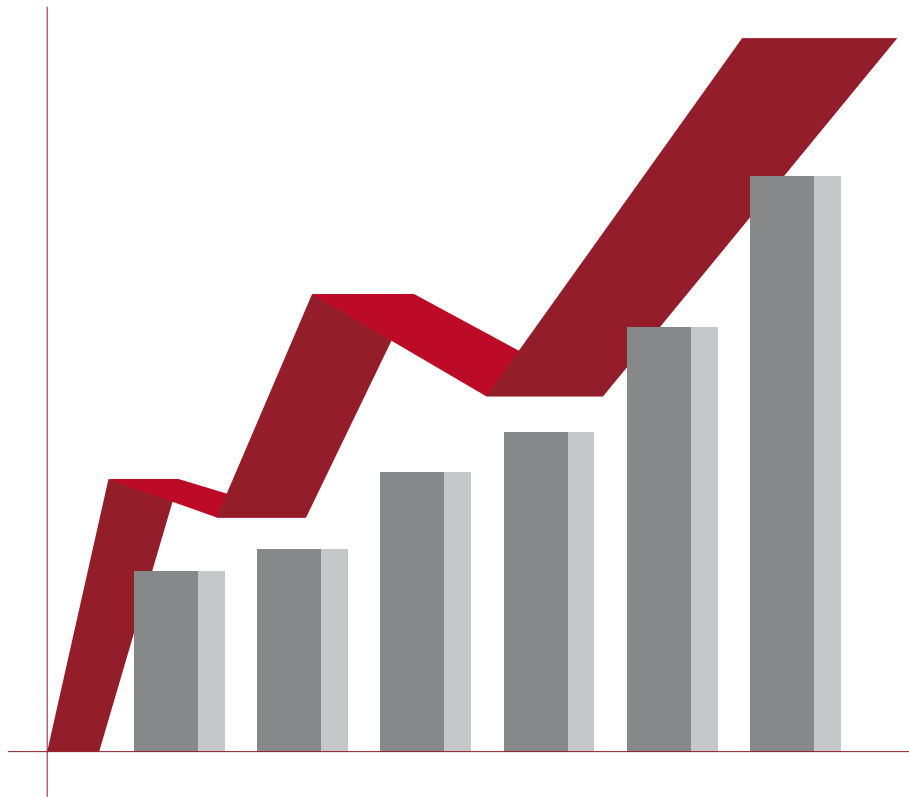
Polski Holding Rekrutacyjny S.A. is a group of vigorous and modern companies operating in the field of Human Resources and Business Process Outsourcing (BPO). PHR encompasses companies effectively managed which successfully provide services to Polish and international clients.

Why **PHR**?

- ✓ *We will help you to limit unnecessary costs in the company.*
- ✓ *We respond quickly and effectively to the client's needs.*
- ✓ *We will save your time owing to the comprehensive nature of our services.*
- ✓ *We attach great importance to long-term cooperation and understanding our client's business.*
- ✓ *Warranty covering our services provides full security.*

PHR – Our services

Advantages for your company



Our strenghts:

An extensive platform of human resources and knowledge.

Modern and original tools.

Experienced staff.

Flexibility of our cooperation with contracting parties.

Excellent knowledge of Human Resources and Business Process Outsourcing (BPO) market.

Take a look at our services.



ITC Grupa - Polski HR

specializes in service outsourcing
and employee leasing for stores
and production



Polski HR - Leasing

experts in leasing construction workers
and builders to the West of Europe



A-Trybut - Polski HR

specializes in disabled persons
recruitment and consultancy concerning
State Fund of Rehabilitation
of Disabled Persons (PFRON)



Polski HR - Temporary Work

provides temporary work offers
and staff outsourcing



Polski Holding Rekrutacyjny International

specializes in foreign recruitment and
employee leasing, mostly for construction
business and to the West of Europe



Polski HR - Medical

offers medical sector employee leasing
to the West of Europe



Polski HR Heavy Duty

specializes in service outsourcing
and employee leasing for heavy industry



Horeca Service - Polski HR

provides service outsourcing
and employee leasing for hospitality market



GLORIETTA

Glorietta

specializes in event organisation
and leasing of promoters and hostesses



Polski HR - Finance, Banking & Insurance

offers service outsourcing for banks,
financial institutions and insurance
companies



Polski HR Doradztwo Personalne

specializes in recruitment
and executive search



INSTYTUT SZKOLEŃ
BIZNESOWYCH

Instytut Szkoleń Biznesowych

experts in conducting business trainings
and coachings



Polski HR Search&Selection

professional recruitment basing on newest
technologies



PODARUJ
SAMODZIELNOŚĆ

„Podaruj Samodzielność” Foundation

support and activation of the disabled
persons on the work market



Polski HR Kadry i Płace

specializes in payroll administration
and human resources services
outsourcing



HRbiznes.pl

website for employees and employers,
offering daily news form the HR business

EMPLOYEE LEASING



EMPLOYEE LEASING

Employee leasing consists in providing workers to your company for any period of time. We take over the duties of an employer under the labour law.

ADVANTAGES FOR YOUR COMPANY:

Saving

You reduce your labour costs even by 30%.

Flexibility of employment.

You hire employees without the necessity to conclude a contract for an indefinite period of time.

Safety

PHR's responsibility for recruitment of the right employees for your company.

Time saving

Our specialists take care of recruitment, selection and verification.

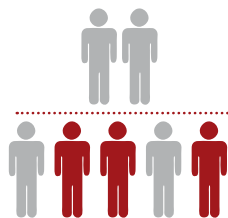
The research carried out by Higher School of Human Resources Management and SMG/KRC shows that employers have a positive attitude to employee leasing. 69% of surveyed employers refer to this form of employment "willingly" and "rather willingly". According to 63% employers, employee leasing increases the companies' competitiveness whereas 75% consider it a modern solution.

Do the costs of employment limit your company?

Reduce them by means of employee leasing!



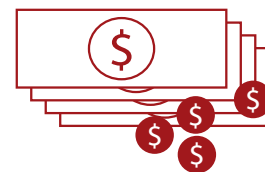
AN ATTRACTIVE OPTION WHEN:



YOU REDUCE THE NUMBER OF EMPLOYED PERSONS
You retain only key employees in the company.

YOU REDUCE COSTS

PHR will handle administrative-human resources services, therefore you unburden the HR staff.



YOU DON'T WANT TO DISMISS ANYONE

PHR hires your employees and delegates them to work in your company. You retain your reliable team and reduce costs.

YOU VERIFY EMPLOYEES

You extend the probationary period before granting a permanent position.



HoReCa INDUSTRY EMPLOYEE LEASING



HoReCa INDUSTRY EMPLOYEE LEASING

Professional provision of suitable staff to hotels and restaurants.

ADVANTAGES FOR YOUR COMPANY:

Lower costs

Owing to leasing you will reduce labour costs and increase profits.

Time saving

Our team will quickly provide you with reliable employees.

Comprehensiveness of services

We will handle recruitment, employee leasing and mystery client services.

High quality

Your new employees will meet the requirements of your facilities.

According to CWS-boco's research outsourcing signifies specific savings for 81,5% of surveyed companies. Only to 3,5% of them contracting out the processes to an external service provider is more expensive than an internal implementation.

Do you need reliable staff for a hotel or a restaurant?

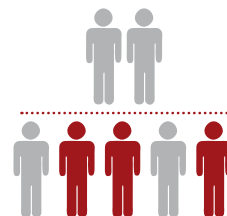
You will avoid a costly mistake!



IT IS WORTH USING WHEN:

YOU WANT FLEXIBLE EMPLOYMENT

You reduce your obligations towards employees and you adjust the number of staff to the current situation.



YOU VALUE PROFESSIONALISM

We will provide you with the right employees.

YOU WANT A WIDE CHOICE

Our databases contain 40 thousand candidates meeting your expectations.



HUMAN RESOURCES CONSULTING



HUMAN RESOURCES CONSULTING

Supporting companies operating on the Polish and international market in the area of searching for, recruiting and evaluating employees.

ADVANTAGES FOR YOUR COMPANY:

Planned development

PHR can plan and implement a long-term HR policy which will positively affect your company's efficiency.

Valuable candidates

Valuable people found by PHR are going to enter your company.

Bigger profits

Owing to PHR you will rely on employees with competencies generating measurable benefits.

You save time

Your company completes other important tasks instead of time-consuming recruitment.

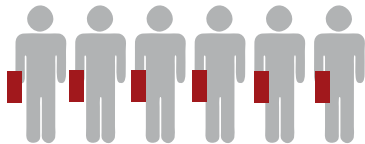
According to "HRChallenges" study carried out by Pracuj.pl website and Interactive Market Research Institute in July and August 2011: 52% of respondents indicated recruitment of the best people for a reasonable price as one of their challenges in 2012. According to Harvard Business Review, recruitment mistakes account for 80% labour turnover.

Have you got a problem with finding relevant employees?

Provide the right people for your company!



AN ATTRACTIVE SOLUTION IF:



YOU ARE LOOKING FOR SPECIALISTS

We will help you reach suitable professionals.

YOU RECRUIT EMPLOYEES INTERNALLY

You will know which employee is actually suitable for the specific position and you will avoid expensive mistakes.

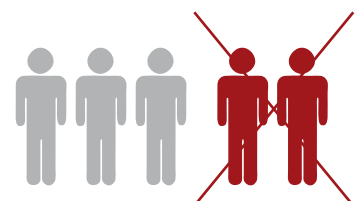


YOU WANT TO EVALUATE EMPLOYEES

We will evaluate employees comprehensively and provide suggestions how to increase their effectiveness at work.

YOU ARE PLANNING REDUNDANCIES

We will help you to take care of people with whom the cooperation is to be terminated, so that your company would not lose its positive public image.



TEMPORARY WORK



TEMPORARY WORK

It solves the issue of fluctuating employee demand. PHR recruits and delegates the required staff to your company in a timely manner.

ADVANTAGES FOR YOUR COMPANY:

Optimal employment

Possibility to employ labour even for a few hours.

Safety

We strive to ensure that your order is completed, and you gain certainty that your company meets the obligations towards its customers.

Quick action

Our unique ATENA database of candidates will let you supplement the company's headcount in 24 hours.

Reduced costs

You eliminate recruitment and administrative activity costs.

Flexible employment industry covers about half a million employees annually. Poland and Germany account for the fastest- developing market in Europe with a growth potential eight- ten times higher than the current one. PHR has a nationwide database of employees exceeding 100.000 candidates for jobs. We have recruited more than 40.000 employees.

Do you need one hundred employees today and ten employees tomorrow?

Supplement your workforce according to your current needs!



PERFECT FOR:



PERIODIC AND SEASONAL PRODUCTION FLUCTUATIONS

You can successfully complete an increased number of orders.

NEW PROJECTS

With reliable personnel your company is capable of meeting any challenge.



LABOUR ABSENTEEISM AND TURNOVER

Sicknesses, leaves and resignations are not an issue as you quickly replace the absent ones.

HUMAN RESOURCES AND PAYROLL OUTSOURCING



HUMAN RESOURCES AND PAYROLL OUTSOURCING

PHR takes over human resources-payroll services in your company. We handle the formalities relating to staff employment and contacts with Social Insurance Institution and Tax Office.

ADVANTAGES FOR YOUR COMPANY:

Real saving

You eliminate the costs of equipment purchase, HR-payroll software updates and office space leasing.

Greater competitiveness

Through reduction of HR-payroll services costs you obtain funds to improve your market position.

Increase of quality

Our specialists in your company translate into a better quality of HR-payroll service and greater efficiency.

Certainty and security

Resignation of the HR employee is no longer your problem.

According to the research on "Outsourcing maturity of Polish companies" as much as 93% respondents confirmed that they use outsourcing in their business, and one out of fifty is planning to outsource in the future. The report of Global Future Forum shows that outsourcing solutions are going to be the only way for companies to meet the markets' ever-increasing demands.

The excess of administration in your company?

Release it from HR/payroll tasks!



AN ATTRACTIVE SOLUTION IF:

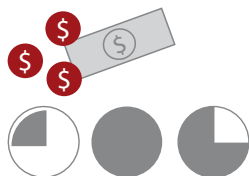


YOU INVEST IN THE COMPANY

Invest in a profitable activity rather than in your administration.

YOU FOCUS ON EFFICIENCY

You focus on your company's success not on HR and payroll issues.

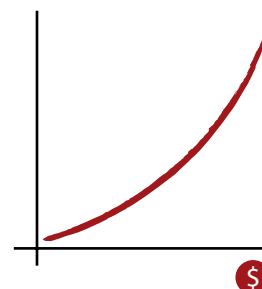


YOU HAVE A COMPLEX REMUNERATION SYSTEM

The support provided by specialists will make it work properly.

YOU INCREASE PROFITS

A lean and efficient company without the burden of unnecessary human resources-payroll costs.



OPTIMISATION OF PFRON COSTS



OPTIMISATION OF PFRON (*State Fund for Rehabilitation of Disabled Persons*) COSTS

It is a reduction of the company's costs related to compulsory contributions paid to the State Fund for Rehabilitation of Disabled Persons and acquisition of subsidies to support employment of the disabled.

ADVANTAGES FOR YOUR COMPANY:

Significant saving

You reduce PFRON contributions by employing disabled people. In the company employing 100 people even PLN 100.000 can be saved annually.

Time saving

We will guide you through each stage of the process: organisational audit, work stations analysis, recruitment, submission of applications and we provide support for new employees. You can focus entirely on your company's activity.

Motivated employees

The company acquires valuable and dedicated employees thus allowing it to increase its efficiency.

Positive image

Through employment of disabled people you are building the image of a socially responsible company.

As a result of the research carried by SMG/KRC and ordered by the Association of Integration Friends and International Labour Organization, 83% of the employers who employ disabled people have good experiences in this field.

Are you looking for a way to save money in the company?

Would you like to create a positive image of the company?



IT IS ABSOLUTELY WORTH IT IF:



YOUR COMPANY EMPLOYS FEWER THAN 25 PEOPLE

You are eligible for a subsidy for a worker's remuneration.

YOUR COMPANY EMPLOYS MORE THAN 25 PEOPLE

You reduce compulsory PFRON [*State Fund for Rehabilitation of Disabled Persons*] contributions and use a subsidy regarding remuneration and cost reimbursement for adaptation of workstations.



YOU LOOK FOR EMPLOYEES WITH A DISABILITY CERTIFICATE

PHR will quickly provide you with relevant candidates.

LEASEBACK



LEASEBACK

PHR hires an entrepreneurs' employees and delegates them to perform an assigned position in their company.

ADVANTAGES FOR YOUR COMPANY:

Employment flexibility

You hire employees without concluding a contract for an indefinite period of time.

Responsibility taken over

PHR takes over the responsibility towards employees and offices.

Better cost control

Settlements based on one summary invoice issued at the end of a month.

Optimal register

Employees delegated by PHR are not in your company's register.

The ability to deal with people is as purchasable a commodity as sugar or coffee, and I will pay more for that ability than for any other under the sun.
- John D. Rockefeller.

You don't want to lose reliable employees, do you?

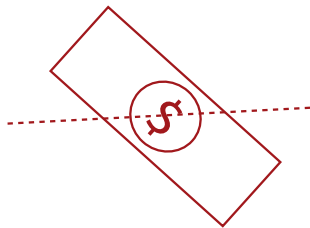
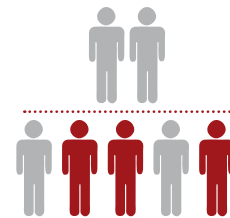
Leaseback - reduce employment costs without making redundancies!



AN ATTRACTIVE SOLUTION IF:

YOU REDUCE THE NUMBER OF EMPLOYEES

You retain only key employees in the company, which translates into reduction of PFRON [State Fund for Rehabilitation of Disabled Persons] contributions and expenses related to redundancy pay and collective redundancies.



YOU LIMIT ADMINISTRATIVE COSTS

PHR will handle human resources-payroll processing, thus you lower your HR and payroll costs.

YOU HAVE A RELIABLE TEAM

PHR hires your employees and delegates them to work in your company. You retain reliable professionals and reduce costs.



YOU ARE LOOKING FOR CONVENIENT SOLUTIONS

More favourable temporary labour provisions which regulate the settlement of leaves and time limits for termination and extension of contracts.

SALES OUTSOURCING



SALES OUTSOURCING

Sales outsourcing means ordering sales tasks to an outside company. The tasks will be completed more effectively than it would be possible by the company's own means.

ADVANTAGES FOR YOUR COMPANY:

Unburdening your company

Possibility to focus only on the key tasks.

Saving

You pay for the service and you don't have to invest in the infrastructure.

Increase in sales

Owing to our knowledge, experience and databases your company will sell more.

Efficiency

A company works using outside resources when there is something to do. It doesn't take into account overtime hours and works on Saturdays and Sundays if necessary.

The Outsourcing Institute Foundation estimates that the sales outsourcing market value is about one billion złotych PLN annually. It is one of the fastest growing branches of outsourcing in Poland. Further perspectives for growth assume at least 25% increase in market's value and extension of services to new economic sectors.

Would you like to reduce distribution costs even by 40%?

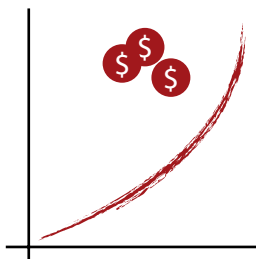
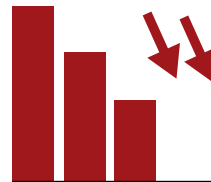
Are you looking for an access to the best salespeople on the market?



IT IS WORTH IT IF:

YOU ARE REDUCING FIXED COSTS

You will save on employees, office space and equipment.



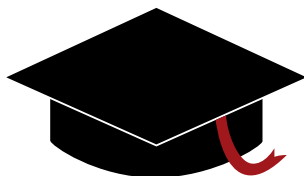
YOU ARE LOOKING FOR SALESPEOPLE

You will quickly and effectively acquire experienced salespeople.



YOU ARE LOOKING FOR TECHNOLOGY

You gain access to the latest computerised solutions without additional costs.



YOU ARE LOOKING FOR KNOW-HOW

Based on its knowledge and experience PHR will help you build an efficient sales department.

ACCOUNTANCY OUTSOURCING



ACCOUNTANCY OUTSOURCING

Accountancy outsourcing: PHR takes over accounting services in your company or provides you with a qualified accountant who performs their work directly for the client under their substantial supervision.

ADVANTAGES FOR YOUR COMPANY:

Efficient company

You reduce or eliminate your accounting department and limit excessive employment.

Saving money in the company

You eliminate unnecessary costs related to organization of your accounting department.

Accounting experts

You can have professionals dealing with budget, controlling and chart of accounts in your company.

Security

You don't have to worry about the consequences of accounting mistakes. The liability lies with PHR.

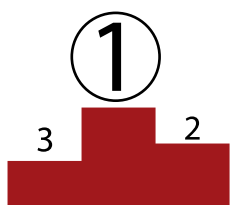
According to the report of Global Future Forum, outsourcing is to become a crucial way to meet the markets' ever-increasing demands.

Rely on an effective and economical organization!

Accountancy outsourcing - high quality in your company!



IT IS WORTH IT, IF:

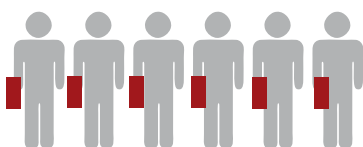
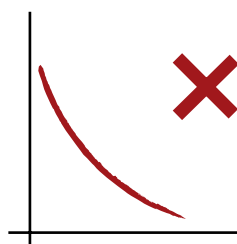


YOU WANT THE HIGHEST QUALITY

Specialists whose work has been awarded with trademark of Independent Consulting NDF in the field of Consulting for Business will work for your company.

YOU CAN'T AFFORD TO MAKE MISTAKES

PHR is fully responsible for correct accounting and settlements with proper state institutions. You gain complete security.

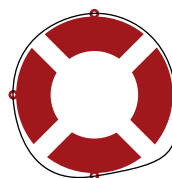


YOU ARE LOOKING FOR ACCOUNTANTS

As part of our outsourcing services we provide you with the best accountancy professionals and supervise them on a current basis to enable correct performance of their duties.

YOU NEED SUPPORT

We provide comprehensive information about changes in the law as well as consulting during inspections.



TRAINING WITH PHR



TRAINING WITH PHR

Development of employees' competencies that are crucial for the company, such as knowledge, skills and attitudes. Training programmes are carefully tailored to the Client's needs.

ADVANTAGES FOR YOUR COMPANY:

Greater efficiency:

Our training brings measurable results in the form of employees' greater efficiency.

Positive image

Successfully trained employees contribute to a professional image of the company.

Employees' satisfaction

Through investment in your employees' development you improve their commitment to work.

Higher qualifications

Employees are capable of completing more demanding tasks.

Research shows that 50% managers define the level of satisfying their needs as insufficient. Report "EFS - End of Financial Support. The future of training market in Poland" finds that currently the largest demand will pertain to e.g. specialized training concerning customer service or sales techniques (50,4%). Training in managerial skills will also be popular (for example motivating employees - 42,3%) and coaching (37%).

Do you want to build a team generating profits in the company?

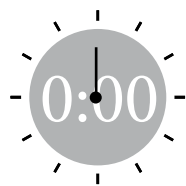
Professional PHR training is the answer to your needs!



AN ATTRACTIVE SOLUTION IF:

WHAT MATTERS IS THE COMPANY AND ITS TASKS

Careful examination of your company's needs allows you to adjust the training programme and teach employees practical skills.

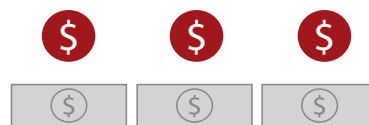


TIME IS WHAT MATTERS

We will adjust training programmes to the time limits defined by the client.

MONEY IS WHAT MATTERS

Attractive financial conditions make training for 4 people more profitable.



QUALITY IS WHAT MATTERS

PHR is a team of experts whose knowledge and business experience is a key to effective training.

TELE-SUPPORT OF SALES



SALES TELE-SUPPORT

It is an innovative combination of experienced traders' activities and possibilities offered by the latest IT technologies. The contact with a client is induced by a trained telemarketer and is completed by an experienced sales specialist.

ADVANTAGES FOR YOUR COMPANY:

Greater profits

You quickly reach new clients.

Greater range

You can present your company's offer at any place in Poland and abroad.

Greater efficiency

You optimize your sales department's work thus eliminating the number of unproductive sales calls.

Improvement of company's image

Telesales translate into an increase of the company's rank and position.

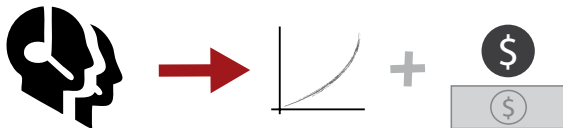
According to the report of "Siła Marketingu 2011"[Marketing Power] 67% respondents recognized telemarketing as an effective tool in maintaining the relation with clients. Telemarketers make several hundred calls during a week. For sales people it means a dramatic increase of visits at potential clients'.

Do you want to increase sales of your products?

PHR provides you a broad access to business clients!



AN ATTRACTIVE SOLUTION IF:

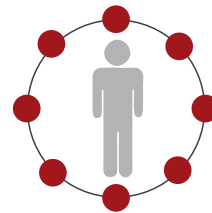


YOU OPTIMIZE SALES

Owing to tele-support you will reduce your costs and sell effectively.

YOU OPTIMIZE COMMUNICATION

You will gain an access to a vast group of business partners.

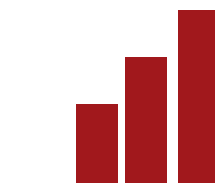


YOU MONITOR THE MARKET

Telemarketers' work will bring you knowledge about clients' needs and activities of the competitive companies.

YOU INCREASE COMPETITIVENESS

You will receive a tool to create permanent advantage over the competition.



LEASING

OF PROMOTERS AND HOSTESSES



LEASING OF PROMOTERS AND HOSTESSES

These are services rendered by professional hostesses and promoters of promotional campaigns during trade shows, conferences and in clubs. We provide our services domestically and abroad.

ADVANTAGES FOR YOUR COMPANY:

High quality

We cooperate with experienced hostesses and promoters only.

Recognizable brand

Our hostesses will distinguish your brand from the competition, representing your company the right way.

Quick completion

Owing to our extensive database of models and hostesses, we are capable of prompt completion of every task.

Time saving

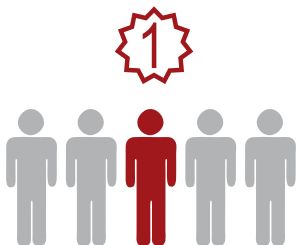
Our team will recruit and train hostesses and limit to the minimum accounting and HR-payroll formalities.

Do you want to distinguish your company or brand from the competition?

PHR hostesses and promoters - professionalism and high quality!



IT IS WORTH IT IF:



YOU WANT TO STAND OUT

You increase interest in the product, brand or service and find out clients' opinions about the company.

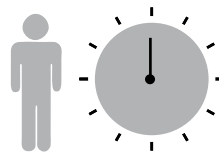
YOU ARE LOOKING FOR COMPREHENSIVE SERVICES

We will provide comprehensive services in relation to your event so that you could focus only on core issues.



YOU ARE LOOKING FOR FLEXIBLE SOLUTIONS

You choose the right service package and manage hostesses' time at your discretion.



YOU ARE PLANNING PROMOTIONAL CAMPAIGNS

You are raising the level of the conferences, promotional campaigns, small and big events.



FINANCIAL SERVICES, INSURANCE, BANKING OUTSOURCING



FINANCIAL SERVICES, INSURANCE, BANKING OUTSOURCING

Takeover of selected business processes connected with employment enabling you to reduce the costs and increase the effectiveness in the organization.

ADVANTAGES FOR YOUR COMPANY:

Cost optimization

Our solutions will permanently reduce the costs and quickly impact the company's result in a positive manner.

Expansion

Cooperation with PHR will enable your company to develop effectively its network of branches and points of sale.

Flexible employment

Seasonal employment adjusted to the size of sales events.

Sales increase

Innovative solutions will bring your company a higher level of sales and increase your employees' motivation.

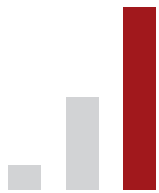
Harvard Business Review finds outsourcing the greatest achievement over the last 75 years.

Are you looking for processes and cost optimization while maintaining the highest standards?

Reduce your employment costs and maintain high quality of business processes!



AN ATTRACTIVE SOLUTION IF:

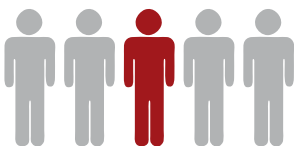


YOU ARE FOCUSING ON KEY TASKS

Your company will focus on its most important fields. Owing to PHR's know-how you will gain support in the area of managing selected processes and employees delegated to perform them.

YOU EXPECT SECURITY OF INFORMATION

Our solutions and procedures ensure a high level of security.

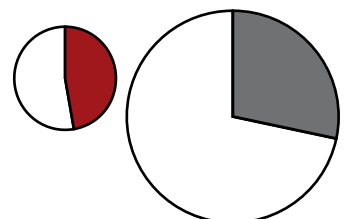


YOU VERIFY EMPLOYEES

Don't waste your time for recruitment. Owing to PHR you will extend the probationary period before granting a permanent position.

YOU REDUCE UNNECESSARY COSTS

PHR will handle administration and human resources services.



EMPLOYMENT COST OPTIMIZATION IN THE COMPANY



EMPLOYMENT COST OPTIMIZATION IN THE COMPANY

This is an offer comprising activities ensuring the reduction of employment costs and other liabilities related to company's functioning. It is based on a careful audit of the company and unique PHR know-how.

ADVANTAGES FOR YOUR COMPANY:

Cost reduction

You reduce your labour costs even by 30%, you lower your tax and insurance burden.

Funds for investments

Owing to co-financing and changes in the cost structure your company will obtain additional funds for investments and development.

Lower risk

You will reduce the risk of employing unsuitable employees, and you will additionally receive PHR warranty covering provided services.

Greater competitiveness

Owing to innovative solutions, your company will gain an advantage over competition and strengthen your position on the market.

"Looking for innovative and more advanced solutions by clients of outsourcing companies is an important factor determining market development." - article, The Outsourcing Institute Foundation 2010-05-20.

Are you looking for a way to reduce costs in your company?

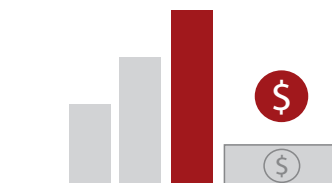
Optimum costs, optimum company: expand with PHR!



AN ATTRACTIVE SOLUTION WHEN:

YOU WANT HIGHER PROFITS

An effective company without a burden of unnecessary human resources-payroll costs.



YOU WANT TO BE A LEADER

Your company will benefit from innovative solutions and tools.



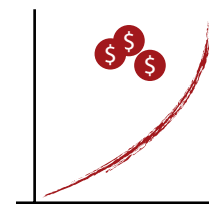
YOU DON'T WANT TO SLOW DOWN

Owing to our solutions you will reduce costs without redundancies.



YOU LOOK FOR CO-FINANCING

Your company will benefit from the co-financing packages which will provide it with additional funds for development.





HRbiznes.pl - INVESTMENT IN HUMAN RESOURCES

HRbiznes.pl is a web portal about Human Resources designed for employers and employees. You will find there information concerning HR industry and your company will be able to place advertisements about on-going recruitment processes.

ADVANTAGES FOR YOUR COMPANY:

Time saving

Your access to "Employer's Account" will enable you to place advertisements quickly.

Saving of resources

Publishing advertisements is completely free of charge.

Greater range

We can help you reach your target group.

Positive image

We can promote your business on the web portal.

Internet is a dynamically expanding medium. Based on the research carried out by the Public Opinion Research Center (CBOS) it has been assessed as a reliable and opinion-forming source of information. 60% Polish people declare (average for EU - 48%) confidence in the content found on the web. Everyday 64% people aged 20-49 use the Internet. This percentage continues to rise.

Do you recruit employees by yourself?

Are you looking for interesting information on HR industry?



IT IS ABSOLUTELY WORTH IT WHEN:



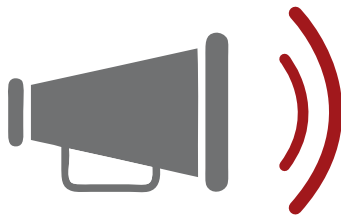
YOU RECRUIT PEOPLE

You can place job advertisements free of charge.



YOU ARE LOOKING FOR NEWS FROM YOUR INDUSTRY

On the website you can find the latest market information, interesting interviews and articles.



YOU NEED ADVERTISEMENT

We offer various forms of cooperation and promotion of your company.



YOU ORGANIZE AN EVENT

HRbiznes will provide you media support.

EXECUTIVE SEARCH



EXECUTIVE SEARCH

It means support for companies recruiting middle and senior specialists and managers.

ADVANTAGES FOR YOUR COMPANY:

High efficiency

Unique know-how and wide business contact network enable us to reach candidates working on similar positions.

High quality

We thoroughly check references and competencies of our candidates, which makes you choose from among the best.

Full warranty

Your company is provided with service warranty and you eliminate the risk of failed recruitment.

Time saving

Duration of the recruitment process will be reduced to the minimum and your company will quickly replenish its headcount with right people.

According to "2012 HRstandard" Recruitment report, managing staff would use the professional headhunter support at first while looking for a job (61% indications). Employing a wrong person is a very expensive mistake. American Labour Department claims that the cost of employee's replacement is equal to 1/3 of their annual remuneration.

Are you looking for employees to your company? Do you want to avoid expensive mistakes?

Build an effective organization! Employ professionals with PHR!

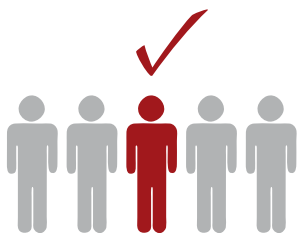
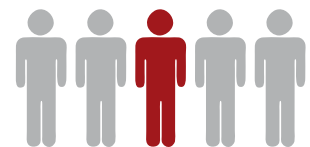


AN ATTRACTIVE SOLUTION WHEN:

LOOKING FOR MANAGERS

Owing to their knowledge, experience and business network PHR specialists will find competent managers for your company.

1



EXPANDING YOUR COMPANY

PHR will provide you with employees to make your company grow successfully and efficiently.

YOU NEED CONSULTING

We will provide professional consulting at every stage of recruitment.



YOU REDUCE YOUR COSTS

Owing to PHR support you will avoid an expensive process of recruiting on your own.

HEAVY INDUSTRY EMPLOYEE LEASING



HEAVY INDUSTRY EMPLOYEE LEASING

Consists in providing workers with certain qualifications to heavy industry for any period of time. PHR takes over the duties of an employer under the labour law.

ADVANTAGES FOR YOUR COMPANY:

Effective recruitment

We will find workers with relevant qualifications effectively and quickly.

Optimal employment

You hire employees depending on your needs without concluding a contract for an indefinite period of time.

Warranty and security

If an employed worker resigns, owing to our unique ATENA database of candidates, we will replace them with another worker.

Reduced costs

You reduce your labour costs and eliminate recruitment and administrative costs.

The "Adapting to Change" report of International Confederation of Private Employment Agencies CIETT published at the end of 2011 in cooperation with Boston Consulting Group, proves that employee leasing can be a powerful stimulus for the company's development and entire national economies. German companies have had a first-hand experience in discovering how effective a weapon in the struggle on the economic market employee leasing can be. The entities which used employee leasing in 2009-2011, experienced an increase by 11% while their competitors turning to traditional employment forms had only 6% increase.

Are you looking for qualified employees for the industry?

Reduce costs and recruit the right candidates!



AN ATTRACTIVE SOLUTION IF:

YOU ARE EXPERIENCING DIFFICULTIES WITH FINDING WORKERS WITH SPECIFIC QUALIFICATIONS

If you have difficulties with recruitment of professionals, rely on us. Owing to our knowledge and experience we will find the right people for your company.



YOUR COMPANY EXPERIENCES PERIODIC PRODUCTION FLUCTUATIONS

You will complete an increased number of orders without the necessity to conclude contracts for an indefinite period of time with additional workers.

YOU WANT TO REDUCE COSTS AND INCREASE PROFITABILITY

Employee leasing is a tool helping companies across Europe to reduce labour costs. Owing to PHR you will implement it successfully in your company thus bringing you indisputable benefits, such as lower costs.



YOU ARE EXPERIENCING THE EFFECTS OF HIGH LABOUR TURNOVER

We will help you to effectively replace resigning employees so that the company could work smoothly and without any stoppages.

PSYCHOLOGICAL EXAMINATIONS



PSYCHOLOGICAL EXAMINATIONS

Psychological examinations broadly describe personality traits critical for professional functioning of potential employees. The tests applied by us are reliable and right tools the effectiveness of which has been confirmed by thorough long-term research.

ADVANTAGES FOR YOUR COMPANY:

Right candidates

How many times have you been disappointed by a new employee? Owing to comprehensive examinations you will select people best suited for the tasks in your company.

Right decisions

You will knowingly create HR policy based on reliable and useful information. Owing to substantial reports you will make right decisions.

A reliable partner

We will efficiently conduct all examinations of candidates. Owing to PHR you will build an objective image of the recruitment process in your organization.

Reduced costs

Professional research tools significantly boost employability of right people. You minimise costs related to repeating unsuccessful recruitment.

According to Harvard Business Review a bad recruitment decision results in significant expenses related to replacing a person unsuitable for the position. The company bears measurable costs of another search, introduction to work or prolonged team's incomplete efficiency.

Are you fed up with failed recruitment?

Make right decisions based on reliable information!



AN ATTRACTIVE SOLUTION IF:

YOU WANT TO SUCCESSFULLY MOTIVATE

You will learn what motivates employees who are crucial to your company. You will be able to influence more effectively your staff's productivity and boost job satisfaction.



YOU WANT TO REDUCE TURNOVER IN THE COMPANY

Owing to effective and accurate psychological diagnostics you will lower labour turnover so that your company could work properly.

YOU WANT TO LEARN MORE ABOUT THE EMPLOYEES' POTENTIAL

Substantial and objective reports will provide your company with reliable information on the employees hired by the company. It will enable introduction of changes in HR policy where they are certainly needed.



YOU ARE LOOKING FOR PROFESSIONAL TOOLS

We apply professional tools the usefulness of which for Business is unquestioned. Based on that it is possible to implement activities improving functioning of the company. These are not mental games or psychodramas but well-tried tests which meet the most stringent scientific criteria of reliability and rightness.

MEDICAL INDUSTRY EMPLOYEE LEASING



MEDICAL INDUSTRY EMPLOYEE LEASING

Consists in providing staff with necessary qualifications for medical facilities, nursing homes and individual clients. PHR is responsible for recruitment and takes over the duties of an employer under the labour law. The service is provided across the European Union.

ADVANTAGES FOR YOUR COMPANY:

Lower costs

Owing to our know-how we reduce labour costs even by 25% while maintaining staff with relevant qualifications. Your facilities will significantly reduce their functioning costs.

High quality

Specially selected procedures ensure employment of right candidates. Additionally, every recruitment process is covered by a warranty. If employees don't meet your requirements we act immediately.

Comprehensiveness

We will take care of recruitment, employee leasing and support new employees at the beginning of their employment in a new facility.

Saving of time and resources

We will help you out in time-consuming recruitment processes; you will be able to focus on the most important fields of the company's activity.

In 2013 the European Parliament approved the amendment to the directive on the recognition of professional qualifications. The introduced changes will allow to recognize Polish nurses and midwives' qualifications in the same manner as those of nurses in the European Union. According to hrbiznes.pl experts, Poland is still one of the best sources of recruiting candidates to work for foreign companies. Most of all this is so because of the high level of education, language competence and an ability to adjust to foreign work environment.

Are you looking for a way to reduce the costs of your facility functioning?

Use reliable and safe solutions!



AN ATTRACTIVE SOLUTION IF:

YOU ARE LOOKING FOR A RELIABLE PARTNER

PHR will support your facility and provide the staff that is hard to find and workers you need.



WHAT MATTERS IS PROFESSIONALISM

We attach great importance to recruitment of people with right qualifications. Owing to that your facility will receive professional workers so that it could provide the highest level of services.

YOU HAVE TO REDUCE COSTS

Owing to its know-how and developed infrastructure PHR will support you in your actions aimed to reduce employment costs in your facility.



CONTACT

PHR specialists will answer any of your questions. Feel free to contact us!

Sales Department

handlowy@polskihr.pl

tel. +48 (12) 357 22 77



Polski Holding Rekrutacyjny

ul. Kurniki 4, 31-156 Cracow | tel.: +48 (12) 357 22 66 | info@polskihr.pl