



Human Resource Solutions

In the constantly changing world of
supply chain management,
the one consistent component must be
the excellence of the human element.

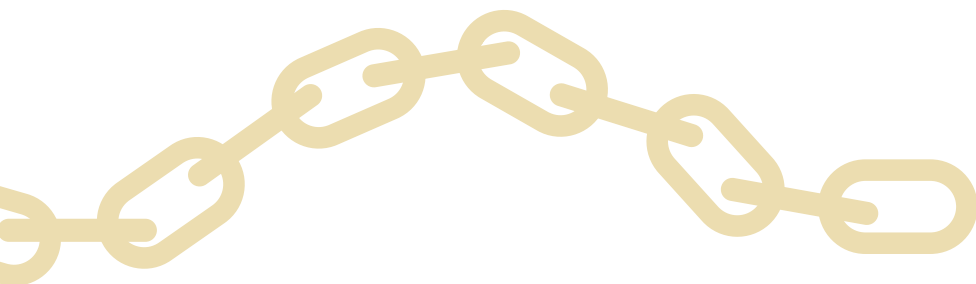
Corporate visions are achieved when leaders can effectively manage change. To TSI, this means placing the right person in the right position, with the right company.

We believe this can only be achieved by building close and effective relationships with our partners - constructing strong foundations of trust is our overriding business mission.

From this strong foundation, we are committed to building the alliances needed to create an atmosphere that will guarantee your organizational success.



At TSI, our hope is to align our core skills with yours and work together so that we can utilize our highly specialized, customized and confidential search capabilities on your behalf. The result is a seamless partnership based on strong communication and trust.



TSI's mandate is founded on our desire to provide an unmatched human resource expertise for the exclusive needs of our clients in supply chain management.

Our track record of performance has shown that we are a recruitment firm with extensive knowledge in the logistics and transportation industry. This sets us apart from our competition. But knowledge and understanding are not enough, our success is also a product of our continual desire to offer superior service and value allowing you to focus on your core business.

TSI is comprised of TSI Group and TSI Staffing Services. TSI Group provides our customers with permanent placement recruiting. This division excels in searching and placing individuals at all corporate levels from entry to the senior executive level.

Wherever supply chain personnel are needed - be it major corporations, third party providers or sectors of the transportation industry, this division can quickly meet your needs. Our corporate markets include: consumer packaged goods, retail, pharmaceutical, food, automotive, as well as supply chain practices consulting. Transportation sectors include: intermodal, trucking, freight forwarding, customs brokerage, courier, rail and marine.

With the tremendous growth and integration of technology in supply chain management, TSI also sources the right IT professionals for the logistics industry.

TSI Staffing Services specializes in temporary and contract placements and is recognized industry-wide as an efficient personnel provider. We have the ability to respond rapidly to shifting workplace requirements by providing specialized people

with industry-specific knowledge, experience and expertise. We meet the needs of our customers by assuming the responsibility for all payroll, benefits and administration.

A partnership relationship with TSI will provide your firm's management the opportunity to access TSI's network of logistics industry executives, managers and professionals. In other words, it increases the capacity and flexibility of your organization to grow and change.

At TSI, we are committed to working with our customers to establish a solid relationship, which cultivates the requirements for creative leadership, compelling visions, inspiring missions and constancy of purpose



No two searches are alike and that is why our partners turn to us.

We not only understand the immediacy of your personnel requirements, but we have the experience, knowledge and systems to respond quickly, effectively and in a highly confidential manner.

The hallmark of our service is the in-depth recruiting expertise that we bring to every search assignment. It is this custom search capability that is tailored to your unique requirements. This enables us to rapidly facilitate the organizational change that you need.

Situation One

A major consumer products company needed to fill key decision-making positions in their supply chain and implement an ERP system in their warehouse.

The Challenge

Although the company had a traffic department, it did not have a hands-on senior logistics manager with the knowledge and experience required to control the processes and lead the team.

The Solution

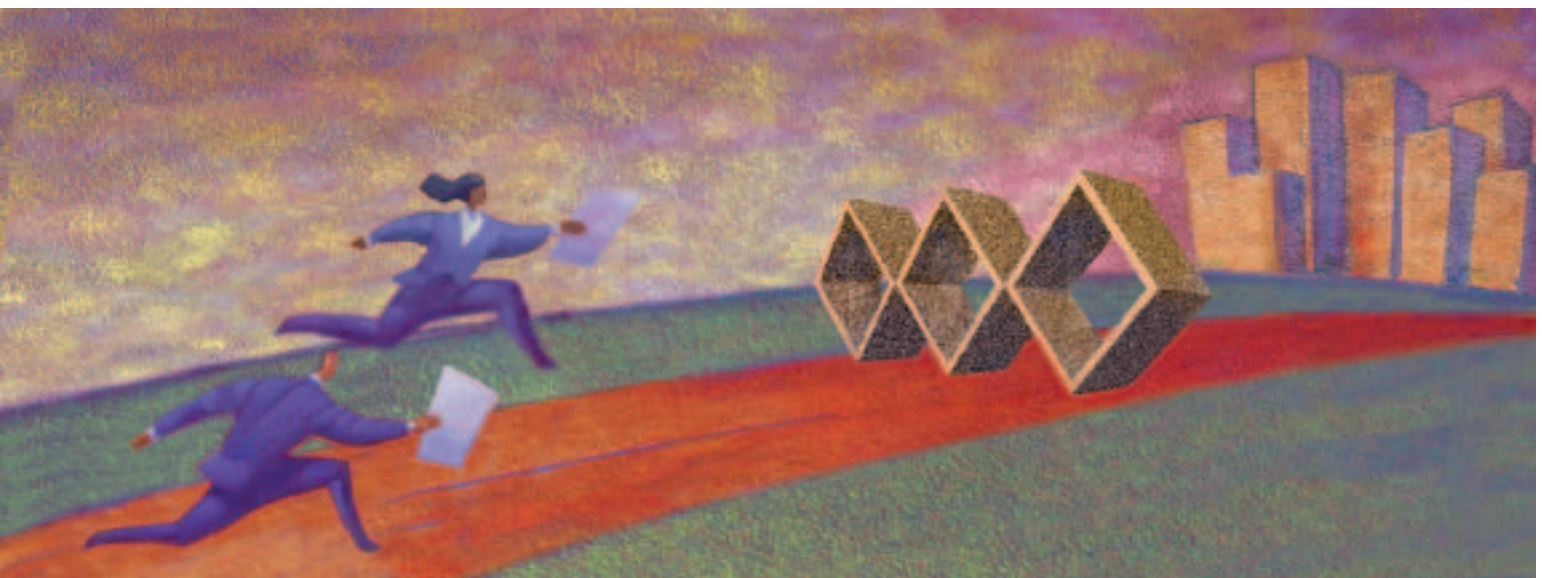
In two short meetings between the company and TSI, the requirements of the client's specialized personnel needs were assessed. In a constrained time frame, TSI recruited a senior VP of logistics, a customer logistics manager, a distribution project manager and several procurement specialists. The new organization was up and running in record time.

Situation Two

A third party logistics provider was bidding on a major contract to provide comprehensive warehousing, distribution, and inventory management services. They were required to design comprehensive logistics solutions for facilities, dedicated and LTL transportation, and organize the implementation of new inventory, order processing and reporting systems.

The Challenge

To provide the breadth of personnel required in a 30 day time frame. In the first six months, the client's project became much larger than was initially planned, requiring double the number of personnel projected and the implementation of a 3x7 shift operation.



The Solution

Before the project was awarded, TSI began working with the third-party management team to assess their human resource needs. Personnel were recruited in all functional areas from analysts to customer service and numerous warehouse staff. The real fun began when it was realized that the project was going to double in size within the first six months. TSI met the client's needs by providing a contract manager, several warehouse supervisors, numerous warehouse staff as well as administrative and customer service representatives. TSI also added value by providing a payroll service for this major operation.

Situation Three

A major transportation company needed to establish and staff a new customer logistics group in order to respond to day-to-day issues for their major accounts.

The Challenge

In partnership with the client, TSI was required to determine the extensive personnel needs, offer organizational structure input, and recruit the right individuals, as well as administer a full payroll service.

The Solution

TSI provided all the required staff for start-up. Each position was profiled and TSI conducted an extensive interviewing and reference-checking process. TSI managed the interview schedule with the client and took ownership for the presentation of all employment offers. The scope of this project went far beyond the usual recruitment process and so demonstrating the capacity of TSI to work in complete coordination and trust. The new customers' logistics group is now successfully in operation and has been met with unqualified acceptance by their customers.

Success in a business endeavour is founded on the ability to effectively create and manage a process.

As a company, this means that you and TSI must commit to a process of knowledge building.

By learning about your organization, your corporate culture, your methods of conducting business, and the other small details that make you and your company the distinct success that it is, TSI commits to establishing a comfortable and efficient recruitment process, translating the shared knowledge into a tailored recruitment solution.

And as the partnership evolves, TSI pledges to continue to add value by providing you with up-to-date reports, analyses and all the pertinent information that you will need to make the right decisions.

As TSI explores and navigates through its network of industry professionals, we will identify the ideal candidates for your consideration and present them to you.

We also ensure that throughout the process, we offer you learned counsel and pertinent insight during the negotiation process right through to the completion of the offer stage.

Vision, knowledge and performance – TSI brings recruitment success to your corporate door.

At TSI, we strive to be the most knowledgeable, caring and well respected placement firm in our chosen field by providing dedication, commitment and a quality recruitment service to our supply chain management clients and candidates.





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