

# SOLUTION PROFILE



## HUMAN RESOURCES OUTSOURCING (HRO) SERVICES

For companies that want to outsource their human resources function, TAPFIN provides flexible human resources outsourcing (HRO) solutions. Our approach is to work in partnership with your internal departments to elevate your HR function and become a vital and strategic component of your organization.

We then recommend and implement process improvements that encompass industry best practices and legal compliance while fitting the way you do business. Our expertise spans the entire human resources function, from compensation and benefits to compliance, employee development, and organizational development.

### VALUE PROPOSITION

Companies can increase service quality, lower costs and compliance risk, and gain overall internal efficiencies by outsourcing all or part of its human resources function. Outsourcing to an organization like TAPFIN that focuses solely on HR process and execution provides a flexible, scalable model that internal departments often cannot achieve.

TAPFIN has built a knowledge bank of strategies, methodologies, and processes in the recruitment arena supported by forms, templates, workflow process maps, etc., that can be dropped in immediately, whereas an internal HR organization would have to build these internally.

### ABOUT TAPFIN

- > First to offer an integrated solution for acquisition, management and optimization of human capital and contracted services
- > Customized services to meet the unique needs of clients in industries ranging from technology and financial services, to life sciences and telecommunications
- > One of the largest, most financially stable providers of resource management services in the industry
- > A history of process and technology innovation since the inception of resource management process outsourcing
- > The only provider to have achieved ISO 9001:2008 quality management system certification
- > Publicly-traded parent company (NASDAQ: CITP)
- > Billions in managed spend under contract
- > Over 65 programs active today
- > 16 Fortune 500 programs
- > Over 4,100 supplier contracts negotiated



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Process defined. Resources delivered.

[www.tapfin.com](http://www.tapfin.com) 877-626-6797

## DEPLOYMENT

TAPFIN performs an initial assessment of current HR programs and practices. Based on this assessment, TAPFIN can set priorities for improvements and determine the areas where we can have the most impact.

TAPFIN can develop and implement programs and processes which typically impact employee communications:

- > **Benefits:** To ensure alignment between the client's benefits package and long-term objectives
- > **Compensation:** To ensure the overall program fits industry and company culture
- > **Compliance:** To ensure compliance to state and federal employment laws
- > **Employee Development:** To help optimize performance and ultimately drive positive results
- > **Executive Mentoring:** To maximize the investment in executive talent
- > **Organizational Development:** To help client companies improve their company culture

TAPFIN selects the HR Business Partner that best matches your needs and culture to ensure seamless integration and immediate impact on the HR function. The HR Business Partner works on site directly with the client champion, while a client manager from TAPFIN's management team will be assigned to conduct periodic reviews and act as an additional contact point.

