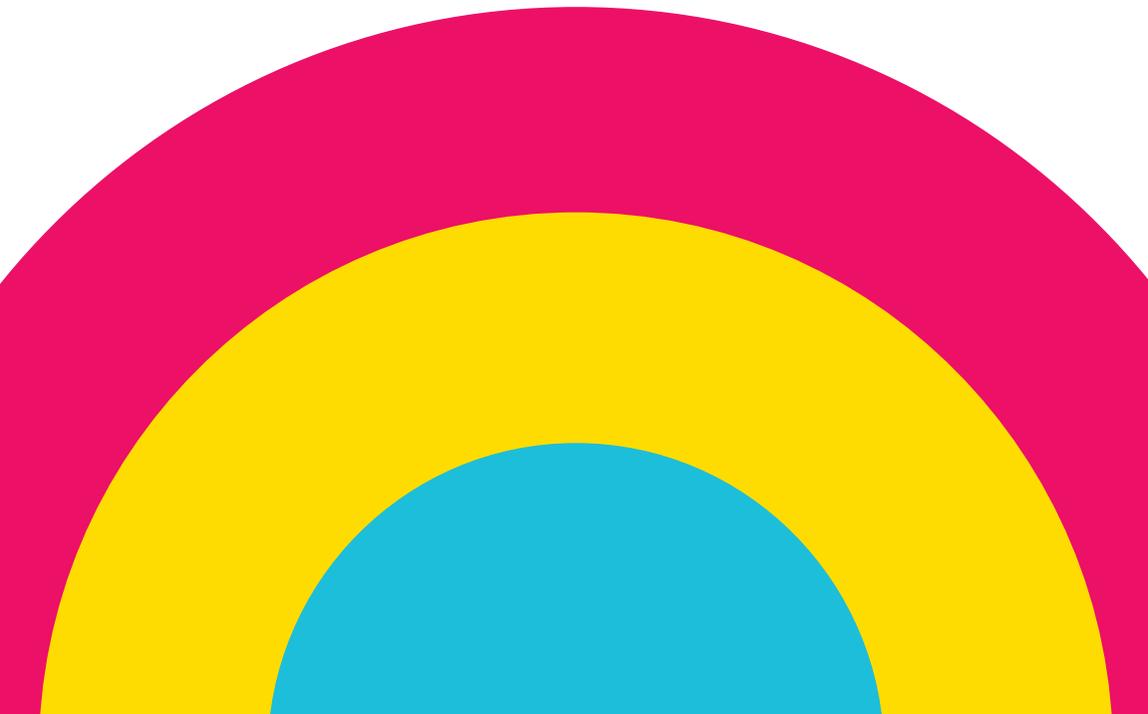




YOUR SALES CAREER BEGINS HERE

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

Insight Global is a premier staffing and professional services organization built on hustle, grit, and a passion for helping people grow. We partner with fortune 1000 companies across multiple industries to source top talent and solve their toughest challenges. With over 70 locations across North America, Europe, and Asia and global capabilities in 50+ countries, we deliver solutions that build great teams and drive success.

Our mission is simple: to develop our people personally, professionally, and financially so they can be the light to the world around them. If you have the drive to succeed and want to be part of something bigger than yourself, you've come to the right place. At Insight Global, promotions are earned through performance, your training & development never stops, and coworkers become lifelong friends. Your success begins here.

SERVICES WE OFFER



STAFFING & RECRUITING

Insight Global's staffing and recruiting services aren't just about filling roles—it's about building meaningful connections. We take time to understand what our clients need and what our consultants want, so we can create the right match. And our work doesn't stop once a hire is made. We stay involved, supporting consultants throughout their assignment and making sure our clients have everything they need to succeed. Whether it's a short-term role or a permanent placement, we approach every opportunity with the same commitment: to deliver exceptional talent and unwavering support.



Staffing



Executive Recruiting



Direct Placement



PROFESSIONAL SERVICES

At Insight Global, we don't stop at finding great people. We go beyond staffing to serve our clients with solutions that meet their toughest tech and talent challenges. Insight Global's professional services division, Evergreen, becomes an extension of their organization—helping with everything from hiring and managing high-performing teams to advising on strategies for their toughest IT projects.



Talent Services

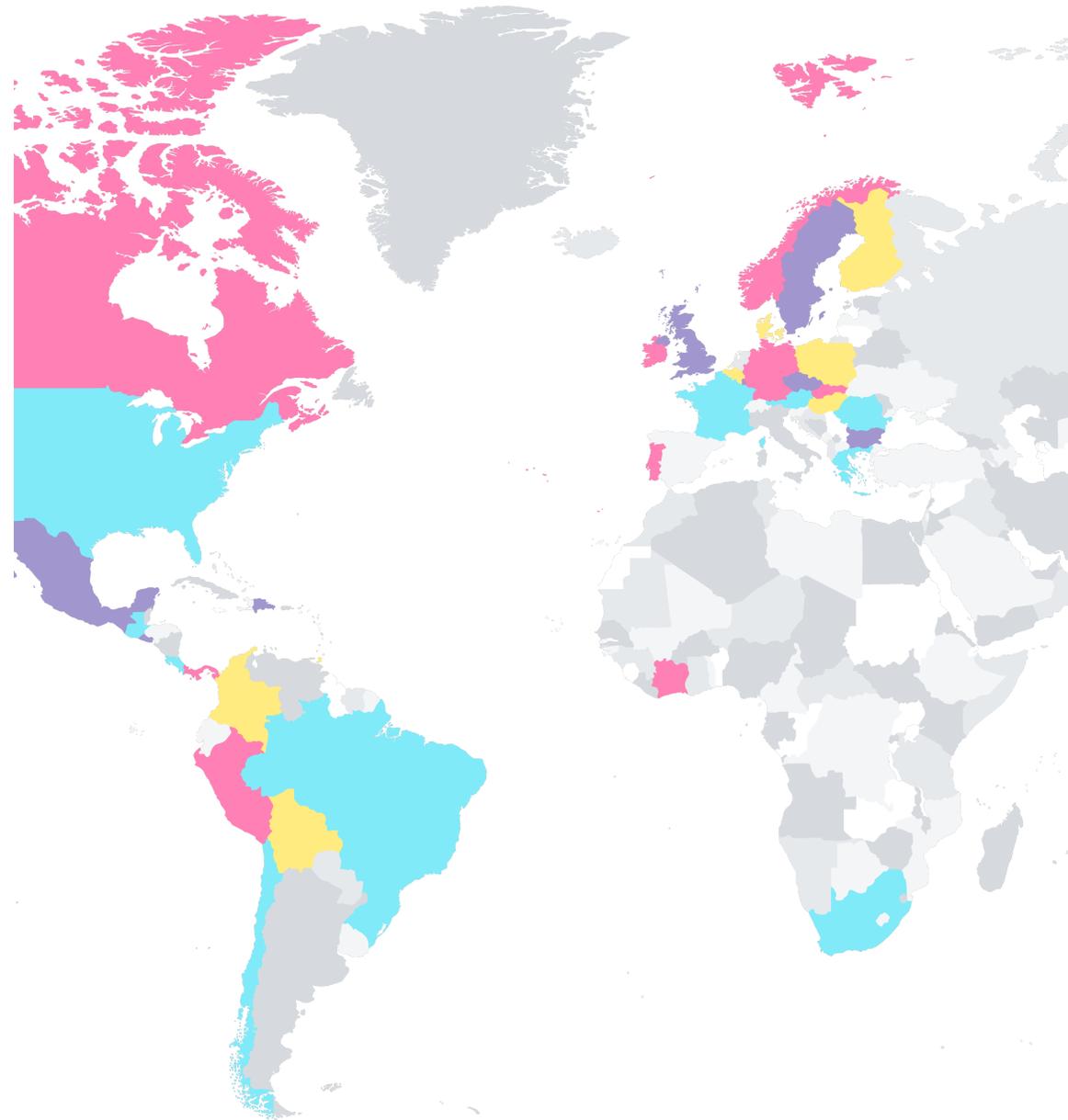


Tech Services



INTERNATIONAL SERVICES

To fill the increasing demand for powering businesses across borders, Insight Global is meeting clients where they are. It's the same account manager teams, consultant experience, and onboarding efficiency we bring to every engagement, just now all around the globe. Whether our client needs a single platform engineer in Mexico, a full dev team in Hyderabad, or a global capability center overseas, we're ready to partner.



TRUSTED BY INDUSTRY LEADERS



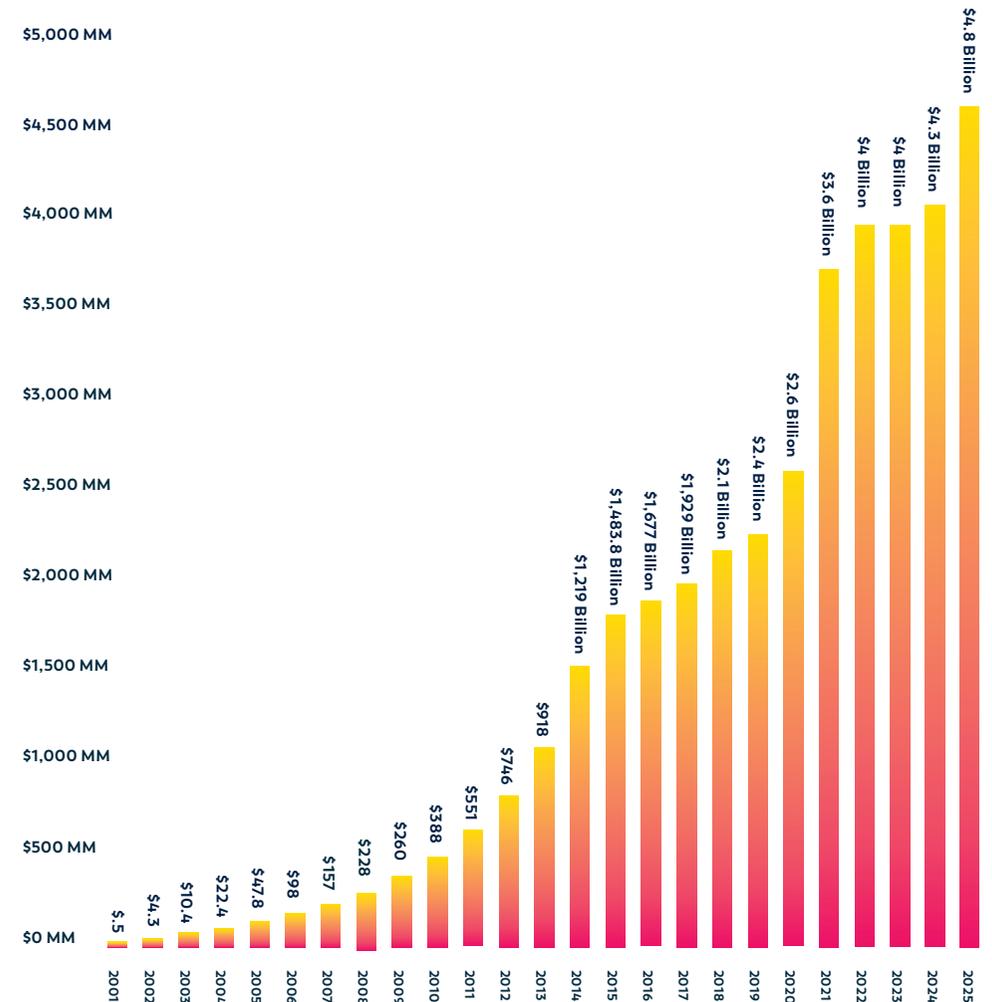
HUSTLE & GRIT

It's not 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 hustle and 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.



HISTORICAL GROWTH IN REVENUE



OUR SALES IDENTITY

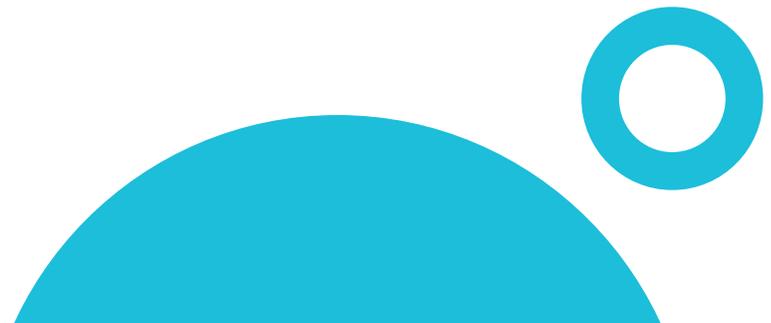
Our Shared Values are the fabric of our company; they're who we are and shape everything we do. Our Sales Behaviors reflect our mentality, how we approach business, and what makes Insight Global stand out from our competitors. Together, they form our Sales Identity and represent who we are as a sales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



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 HUSTLE & GRIT**
This job is challenging, but it's extremely rewarding. We want people who get after it, 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, and 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

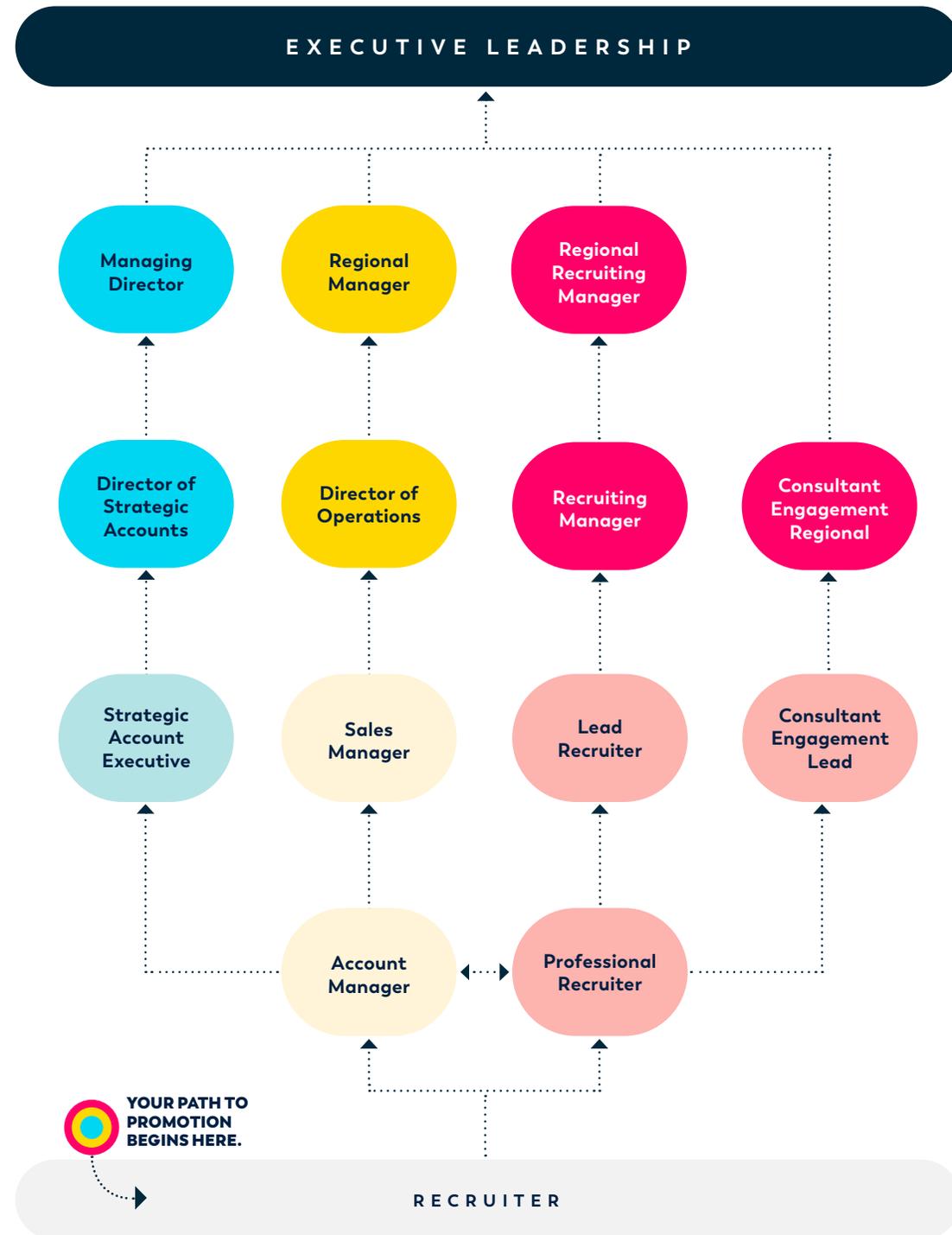
The purpose of the Recruiter role is to build the foundation for a successful sales career at Insight Global. As a Recruiter, you'll learn all about staffing and our services—and how to sell them to current and future clients. You'll play the role of matchmaker for companies and candidates by reviewing 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 and professional 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.



OFFICE LOCATIONS

Insight Global has 70+ offices located in top cities across North America, Europe, and Asia. We are constantly evolving and expanding our presence to be the light to the world around us!





TRAINING & DEVELOPMENT

INSIGHT GLOBAL UNIVERSITY

Nothing is more important to our company than the 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.

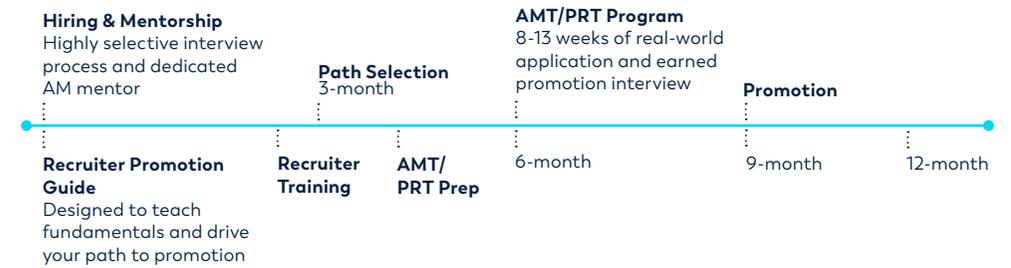


THE IG WAY

PATH TO CONTEST

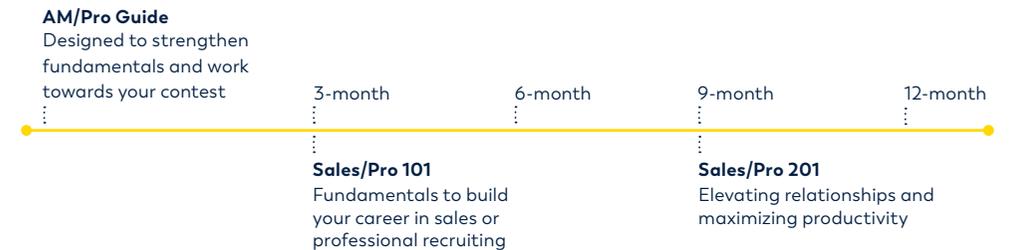
YEAR 1: GET PROMOTED

Average Income: Base Salary



YEAR 2: STRENGTHEN YOUR FUNDAMENTALS

Average Income: \$88,000



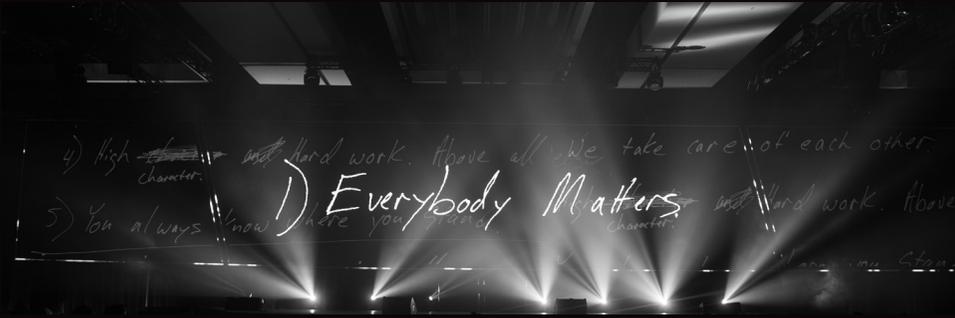
YEAR 3: HIT YOUR CONTEST

Average Income: \$145,000



LEGACY

At Insight Global, we believe everyone can be a leader. Legacy - our premier leadership development program - is designed to inspire, align, and activate transformational leadership across the organization. The focus of Legacy is to build leadership and facilitate a growth mindset with one foot in the present, one foot in the future.



Legacy'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.



CAMPUS 244

We're proud to keep growing, innovating, and investing in our people with a brand-new building as the home to our training and development program, Insight Global University (IGU). Campus 244 is a newly developed state-of-the-art facility that includes a boutique hotel, upscale dining, retail, a 12-acre walkable community and a variety of amenities designed to elevate the employee experience.



“Walking through Campus 244, it's incredible to see how far we've come,” Lacey Greenway, Managing Director of Recruiter Development. “Being part of a company that invests so deeply in its people and their development is truly inspiring and this space is a reflection of that commitment.”



ESG

ESG stands for Environmental, Social, and Governance. The ESG team focuses on our collective impact on 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, 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 our ESG communities.

ENVIRONMENTAL SUSTAINABILITY WE'RE COMMITTED TO:

- Engaging our people to positively impact the planet
- Reducing, tracking, and disclosing our carbon emissions
- Creating greener systems and spaces that also drive business growth

EVERYONE MATTERS

10
Employee
Network
Resource
Groups

Advocates
of Disabled
and Abled
Progressing
Together

Asian
American
& Pacific
Islander

Middle
Eastern +
Allies

Black
Employee
Experience

Pride
LGBTQIA+

Bold:
Employees
Aged 50+

Women's
Leadership
Council

Jewish
Community
Network

Veteran
Network



PHILANTHROPY

At Insight Global, our purpose to Be the Light fuels a deep commitment to giving back through global outreach, charitable service, and support for our people. Every act of generosity reflects our Shared Values and drives meaningful impact in the communities we serve.

IMPACT REPORT:



BENEFITS AND COMPENSATION

Compensation

Base salary increase varies by location for promotion to Account Manager or Professional Recruiter.

Free
therapy sessions through
Lyra Counseling

LTI
Long Term Incentive
Plan (LTI)

Up to **\$5,400**
in commission supplement
for Account Managers

HSA, FSA, and DCFSAs

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

Philanthropy
five service days

Up to 4 Weeks Paid Time Off (PTO)

3 Floating Holidays

8 Company 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!

PHILANTHROPIC PARTNERSHIPS & IMPACT

BE THE LIGHT FUND AND CHARITY PARTNERS

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. Our Be The Light Fund allows us to support the charity partners we give back to including; Big Brothers Big Sisters of America, Make-A-Wish, Movember, Susan G Komen, Best Buddies, 5 Gyres and UnitedWay. We match every dollar our people contribute through payroll deductions to amplify our giving power.

ONEMORLD HEALTH

OneWorld Health (OWH) supports communities in developing countries to bring permanent, sustainable healthcare to the chronically underserved communities. OWH shares our belief that where you are born should not prevent you from receiving quality healthcare. As a company, we have given more than \$5 million to OWH and funded 10 medical grit clinics in Uganda, Nicaragua, and Honduras. Each year we send Insight Global employees on service trips where they get to participate in community outreach, pop-up clinics, and experience firsthand what it means to Be the Light around the world.



OUR PHILANTHROPIC IMPACT

\$15M

donated to our charity partners since 2024

40 hours

of Employee Service Hours per person/per year

10

funded GRIT clinics

90+

philanthropic and workforce development organizations partnered with

16,000 hours

dedicated to giving back to communities

100,000+

patients served through our partnership with OneWorld Health

INSIGHT GLOBAL FAMILY FOUNDATION

Since 2020, the Insight Global Family Foundation (IGFF) has been focused on the Shared Value, We Take Care of Each Other. The Foundation has benefited fellow internal employees and members of our consultant employees who have experienced a current and true financial hardship due to unforeseen events taking place.

875+ Grants

given to families and individuals in need

\$4.3M

in grants awarded to individuals and families in need since 2020

Up to **10K**

in assistance given per individual/family

\$5.9M

donations received since 2020

AREAS OF SUPPORT



Assistance with unforeseen medical bills when no medical insurance was available



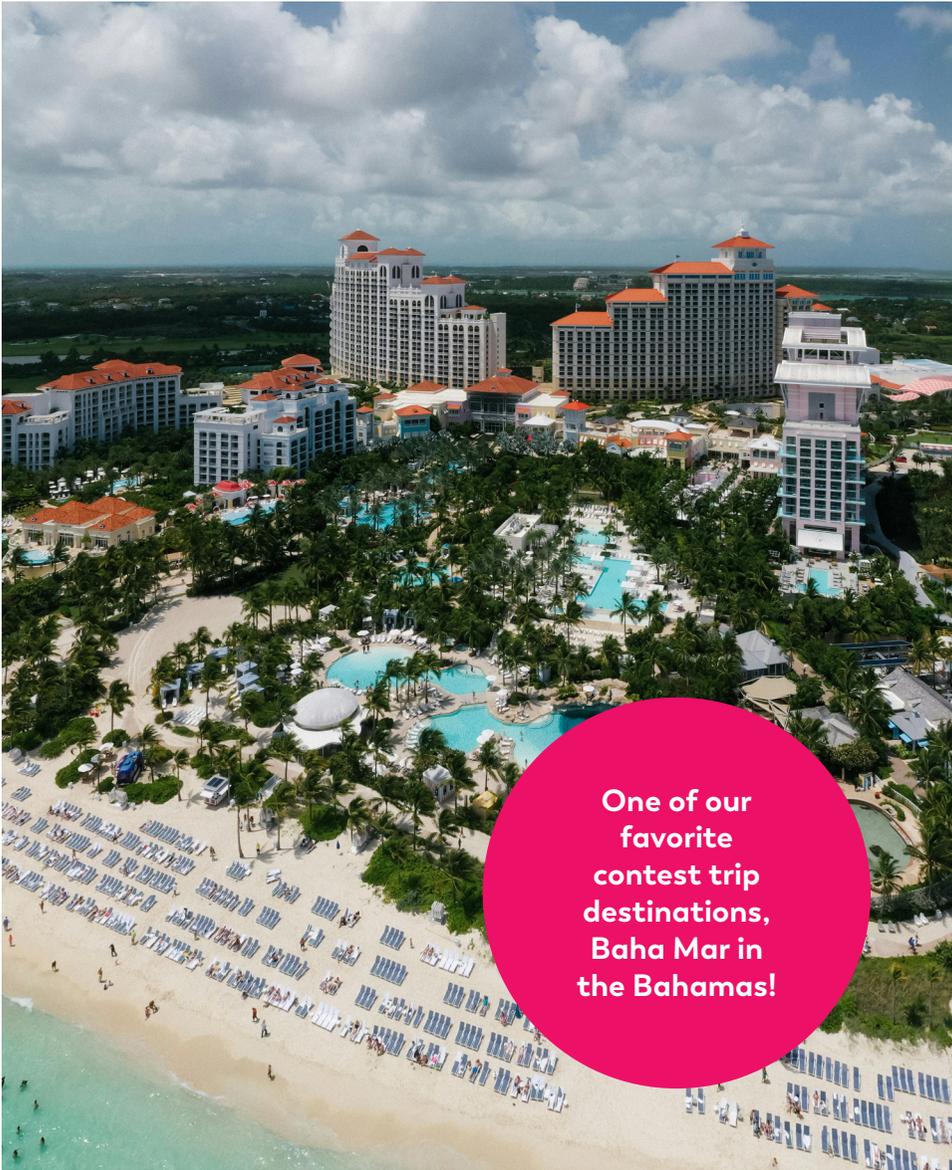
Disaster recovery, including national disasters such as hurricanes, or accidental fire damage



Assistance for car repairs or automobile hardships to facilitate the ability to get to work



Housing assistance to prevent eviction, and/or aid our people in obtaining safe and/or stable housing, including shelter transition assistance



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 plan). 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 on a luxurious tropical vacation 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.**

