

ManpowerGroup Mexico CV



ManpowerGroup™



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The only HR company awarded for the eleventh year as one of the **+ ethical** companies by Ethisphere Institute



No. 1 in the list of the **most admired companies** in the industry

400,000
clients per year

Named as **RPO Biggest Provider** in the Market. Nelson Hall



ManpowerGroup
+ 70 years
of global experience

+ 600,000 associates on assignment any given day

+ 3 million people
placed in jobs

2,500
offices in 80 countries

+ 9 million
people de trained

Within Fortune's list of the **500 largest companies**

Named as **global leader in RP** in the Everest Group PEAK Matrix® Assessment 2020, for the tenth consecutive year

+1 million
Registered Candidates

+2,000
Monthly Clients

+250,000
Employees
Annually

One of the
**50 most
innovative**
companies

+7 years in KidZania

17 years
awarded as CSR

+100 Offices in the
region

No. 1 Company in the
Human Resources
Industry

1st place in Gender
Equality in Organizations
Mexico PAR Ranking

+160 agreements with
Educational Institutions

Within Expansión
magazine's top
Super Companies
in Mexico

Work Center certified to
the Mexican Standard for
Work Equality and
Nondiscrimination



ManpowerGroup®

50 years

of experience in Mexico, Caribbean
and Central America (MeCCA)
region

One of the **Top 20**
Employers of the
Country

Named as **global leader**
in RPO in the
Everest Group PEAK
Matrix® Assessment
2020. LATAM

One of the 50 companies
with the **highest**
sustainability in Mexico.
ExpokNews

Entity of **Certification**
and Assessment of
Labour Skills
(CONOCER)

No. 1 Company in the
ÉNTRALE ranking
alliance

AMECH* Quality
Certification

One of the **Top**
500 Companies in
Mexico

Health
Responsible
Company

Family
Responsible
Company

**Asociación Mexicana de
Empresas de Capital Humano*

DIGITAL OFFICES & PROCESS

We have presence in all cities in the region with the support of digital offices and process.

JOB APP

Candidates can apply from their mobile devices.

CARE

Specialized Attention and Response Center

Payroll, Employment Taxes (ISR), Social Security (IMSS), Housing Found (INFONAVIT), Alimony, Request for work certificates and Support for the APP.

CORE

Center of Recruitment Excellence
Centralized digital recruitment.

CLIENT PORTAL

Online access to record absences and consult analytical reports. Also, consult tax documents such as: Tax return and payment of the full withholding of ISR for wages and VAT; VAT disclosure statement transferred to customers; compliance documents according to the Labour Federal Law; Proof of Worker-Employer Fees.

ASSOCIATES APP

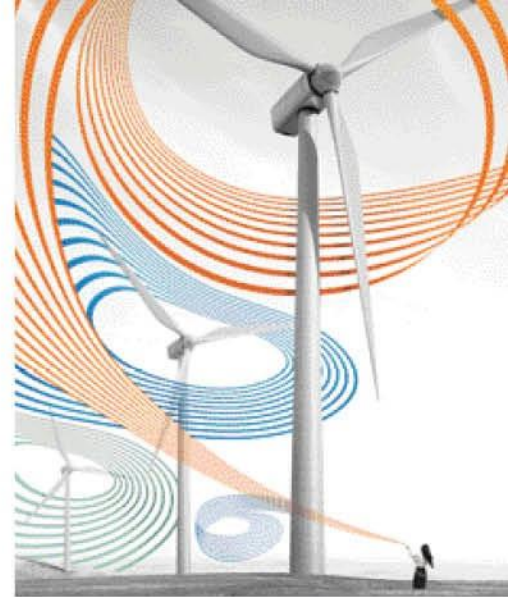
Our employees can consult their payroll receipts, request for work certificates, know the discounts in different establishments, access training, request for vacations and send sick leaves through their mobile devices.



ManpowerGroup®



Our **Services**



HARNESSING THE
WINDS OF CHANGE
IS HUMANLY POSSIBLE



Manpower®

Contingent and permanent recruitment and workforce management solutions.

- **Recruitment and Selection**
- **Socioeconomic Studies and Assessment**
- **Personnel Outsourcing**
- **Expenses Management**
- **TBO (Talent Process Outsourcing)**



Experis®
ManpowerGroup

Professional resourcing and Information Technology Solutions

- **Professional Talent Resources**
 - Permanent Placement
 - Contract or Interim Placement
- **Project Solutions**
 - IT Project
 - Management and Administration of IT Project's Services
- **Experis Academy**
 - Ongoing training and specialization of talent for the IT industry



**Talent
Solutions**

ManpowerGroup®

End-to-end talent lifecycle solutions.

RPO (Recruitment Process Outsourcing)

- Full Cycle Recruiting
- Candidate Sourcing and Screening
- Recruiting Projects
- On-Demand Recruiters
- Recruitment Process Consulting

Right Management

- Career Transition Management - Outplacement
- Leader and Teams Development Programs
- Executive Coaching
- Assessment Center

TAPFIN – MSP (Managed Service Provider)

- Contingent Workforce Management
- Statement of Work
- Performance management and audit of outsourced personnel providers (tax, legal, labor compliance, among others)



“We see talent where others see disability”

Our mission is to provide and support programs aimed to promote **employment, self-employment or training of young people and people in vulnerable situations, such as:**

Persons with educational backwardness, Older adults, with disabilities, Victims of human trafficking, Refugees and Migrants

Awards

- Silver Certification, EcoVadis, since 2017.
- Mexican Standard for Work Equality and Nondiscrimination, since 2004.
- Family Responsible Company, since 2006.
- Inclusive Company, since 2005.
- Socially Responsible Company, from 2001.
- PAR Ranking Latin America 2019.
- Best Places to Work for LGBTQ Equality, HRC MX 2020.
- Company no. 1 in the ÉNTRALE ranking alliance

DIFFERENTIATORS



SEEING THE UNSEEN
IS HUMANLY POSSIBLE

DIFFERENTIATORS



We provide formal employment in Mexico to over 250,000 people a year. Registering them from the 1st day in IMSS and INFONAVIT with their actual salary and we always issue their receipt for the total wage, stamped before the SAT.



Free training for all assigned Employees. Over **200,000 people** have been trained through MyPath & powerYOU where we offer more than **2,000 courses** *(Includes training in computer programs, communication, leadership and other professional and technical skills).*



We provide life insurance, medical assistance and, if necessary, we cover funeral expenses for our assigned employees *(ManpowerGroup Protection).*

DIFFERENTIATORS



School of Promotory and Sales for our personnel with CONOCER certification. Over 36,000 people capacitadaspeople trained in the “VIVE” sales program (*Manpower-OEA-Trust for the Americas*).



We define standards of transversal competences and we are a CONOCER certifying entity. **We have granted more than 12,000 Certificates in competence standards.**



We support countryside workers, we offer them dignified and formal work, with law benefits and health campaigns (*We currently employ more than 6,000 employees nationwide*).

DIFFERENTIATORS



ManpowerGroup applies the industry's **best cybersecurity practices**, which include **50 world-class controls** that monitor the operation and information of the company consisting of: periodic review of antivirus systems and intrusion (Prevention Systems), analysis and scanning of vulnerabilities of our systems and our physical facilities, data encryption and communication links, hosting equipment in **Data Center certified TIER III and SSAE 16**, and so on.

We also have an annual training campaign so that all our staff are certified and understand data security worldwide risk.

We also have a **worldwide CISO** (Chief Information Security Officer) and **a RISO** (Regional Information Security Officer) **in Latin America**, which define and monitor compliance with regulations and policies to ensure our operation security and the sensitive customers and employees information we handle.

DIFFERENTIATORS



In compliance with the Federal Law for the Prevention and Identification of Operations with Resources of Illicit Origin (LFPIORPI), ManpowerGroup has launched a **group of actions** with the aim of **fulfilling the obligations** established in said legal order and in accordance with the interpretation issued by the Financial Intelligence Unit (FIU) in October 2016.

In this way, we present and comply with monthly alerts for **vulnerable activities**.

Powering the Future of Work



Asociados



Manpower MeCCA



Experis México



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PROPIEDAD DE  ManpowerGroup

***IMPORTANT:** At the end of the process of appointments and commercial proposal, you will be asked for a session, totally personal, to know the results of our offer.



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A decorative graphic at the bottom of the page consisting of several overlapping, curved lines in shades of gray, orange, and teal.