



# FranPeople™

We Simply Connect the Pieces...Your Agency Alternative

Our solution DNA is specifically designed to assist the Franchisor with outsourced:

- Requisition Management
- Candidate Sourcing
- Candidate Recruiting
- Candidate Intake, Selection and Assessment
- Compliance
- Applicant tracking
- On-Boarding
- Hiring Manager Training [Includes HR Deployment Training, Lunch & Learns]
- Vendor Management
- Brand Management
- Cost Containment
- HR Solutions Desk
- Benefits
- Retention

Benefits to your business:

- Lower hiring costs up to 60%
- Shared Resources and customized best in class tools
- On Demand Services as Needed
- Higher candidate quality
- Automation of Recruitment Workflow
- Customized job scripts
- Behavioral based recruitment
- Free up internal staff to focus on higher level duties
- Time to Fill reduced from 6-8 weeks to a few hours or a couple of weeks
- Guaranteed better educated hiring managers
- Uniformed **compliant** practices
- Franchisor offers value added human resource support program tailored just to franchisee

## Not ready to deploy the full FranPeople™ solution?

Franchisors can still benefit from popular FranPeople™ components by choosing from 2 of the Point of Service components below.

### HR Deployment Training

Choose from 3 Modules to deploy training to your new and existing franchisees. Deploy training on-site or online depending on the training needs of your business.

#### 1 HR Deployment Highlighted Benefits Include:

- Proactive Training
- Understand how to protect yourself from costly lawsuits
- Save Time - See FEWER candidates
- Interview STRONGER candidates
- Learn How to Protect Your Brand
- Progressive Discipline & Termination Training the Right Way



#### 2 HR Solutions Desk

Simple and straightforward HR support to franchisees. Mahogane Management's HR Solutions desk provides you with pragmatic solutions for your people issues and advice to protect you from employment law potholes!

24/7 HR Generalist support at fixed rate pricing and only 1 call away.

Support service areas for HR administration, training & development, compensation, benefits, OSHA and safety, organizational planning, employee relations, coaching, performance management are just some of the highlighted areas our experienced experts with professional certifications, education, and extensive hands-on experience are able to assist you.

Human Resource Outsourcing  
& consulting

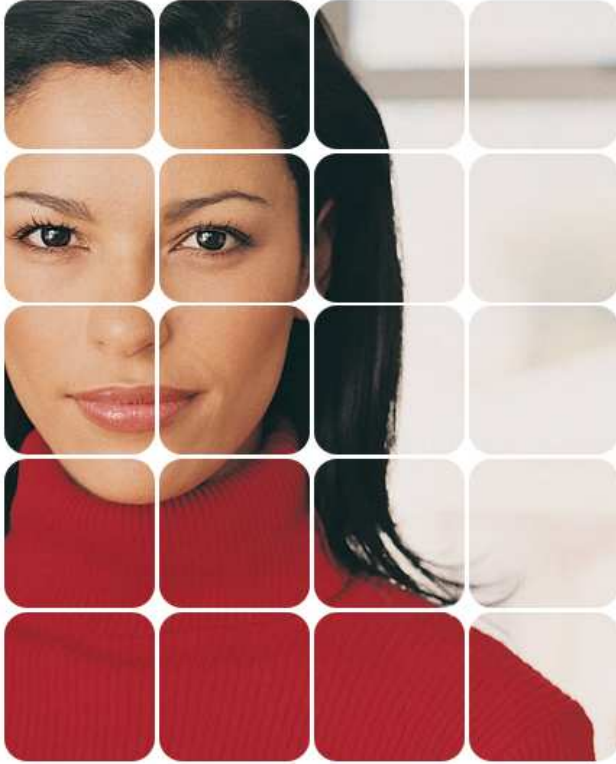
Los Angeles | Memphis | New York

☎ main : 888.879.4555 x510

✉ email : sales@mahoganemanagement.com

<http://www.mahoganemanagement.com>

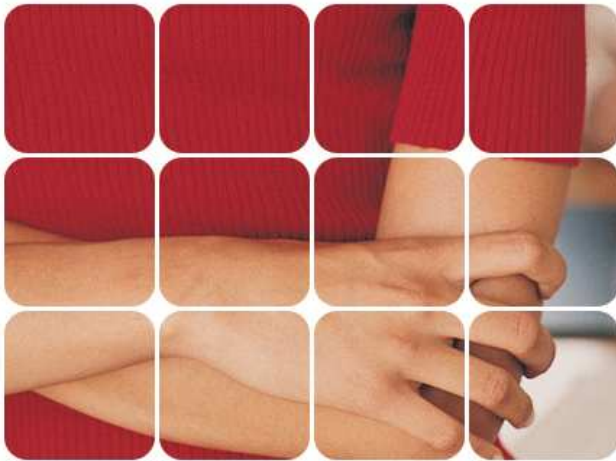
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## MAHOGANE MANAGEMENT

### HUMAN RESOURCE OUTSOURCING & CONSULTING

We Simply Connect the Pieces...Your Agency Alternative



## Mahogane Management

HRO & Consulting  
 Los Angeles | Memphis | New York  
 main: 888.879.4555 x510  
 email: sales\_rpo@mahoganemanagement.com

**We Simply Connect the Pieces--Your Agency Alternative**

Since 2001, Mahogane Management has specialized in assisting small to mid-size organizations in maximizing their company's efficiency through designing, constructing and executing solutions for recruiting, training, compliance, and HR advisory services. This is done through the innovative and progressive delivery of solutions toward human resource challenges and issues.

Mahogane is unlike other firms. Ensuring our effectiveness by remaining with you after implementation and delivery of services is key to our success which is linked to people, productivity and results.

**We do not "walk away".**

We provide you with result oriented solutions and tools that align to your business objectives and goals as part of our proprietary methodology to connect the pieces.

### RPO at work for you

**CONNECTING YOUR BUSINESS TO THE RECRUITMENT RESOURCES YOU NEED**

Mahogane recognizes the importance of examining and enhancing the recruitment process and how the concept of Recruitment Process Outsourcing (RPO) can go to work for you.

Whether Mahogane Management takes ownership for all of the recruitment or a discreet part, our client's recognize a superior benefit compared to traditional staffing and managed service vendors through the optimization of people, performance and cost efficiencies through the delivery of our a la carte, FranPeople™ or On-Demand solutions.

#### "OUR" CANDIDATE EXPERIENCE

- STREAMING VIDEO & AUDIO
- COMPUTER ADAPTIVE QUESTIONS
- BEHAVIOURAL INTERVIEWS
- WEB, PHONE OR BOTH
- HIGHLY INTERACTIVE COMMUNICATION- 2 WAY
- REALISTIC JOB ILLUSTRATIONS

#### TECHNOLOGY SOLUTIONS

##### FLEXIBLE INTAKE METHODS

- IVR
- WEB
- KIOSK'S
- TABLE PC'S
- PDA'S

#### SOLUTIONS

- A LA CARTE
- CONTINGENCY STAFFING ALTERNATIVE
- FRANPEOPLE™
- DELIVERY ON DEMAND: TOTAL SOURCE
- DELIVERY ON DEMAND: PROJECT RECRUIT