



PRYMUSGROUP
Advancing Innovation

Prymus at a Glance

About Us

Human Capital Management / Business & Technology Consulting Custom Software Development

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Contacts

President / Owner: Tony Cunningham, Principal
Sales & Marketing: Clara Loria
Financial Officer: Denise Orlando

Incorporated in: Michigan

Locations: Detroit, MI; Troy, Michigan

Profile

- Founded in 2003. Offices in Troy, MI
- Certified Minority Business Enterprise (MBE), 100% Minority Owned

We are...

Qualified

- More than 20 years experience in business and technology consulting in North America and abroad
- Our client list includes companies across diverse industry sectors: Automotive OEMs, 1st Tier Suppliers, Energy / Utility, Financial, Advertising, Digital/Creative. From grass root startups to global conglomerates, we give every customer the same high level of service and commitment

Full-Suite Custom Solutions

Recruiting & Staffing
Systems and Software Support
Project Support & Managing
Consulting

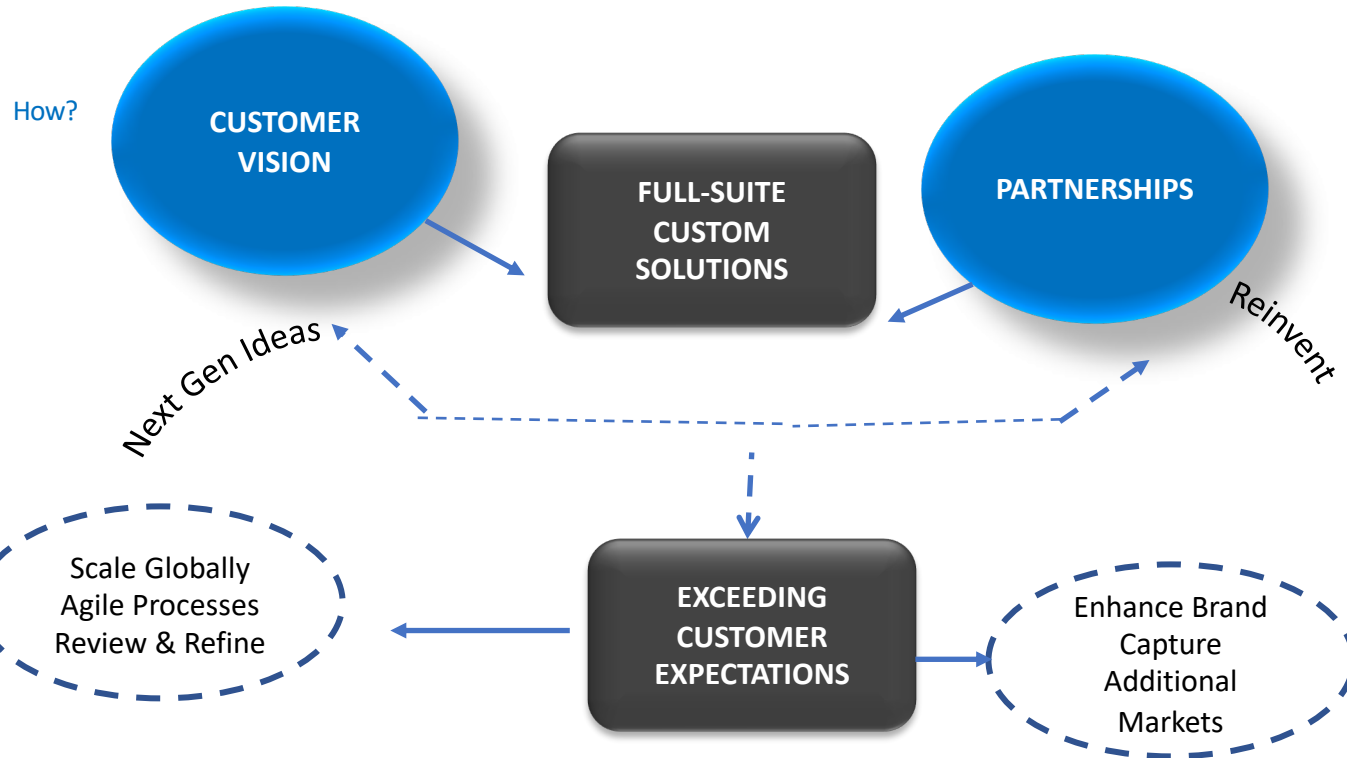
- Agile and innovative. Quick response to client needs



PRYMUS: Who We Are

Recruiting & Staffing
Project Management
Sales & Marketing

Systems and Software Support
Tech Support
Network & Partnership Building



Our Mission

Open pathways to innovation and opportunity

We look forward to achieving these goals in collaboration with our employees, customers and trusted business partners



Prymus Metrics

We are compliant with all Federal and State employment and inclusion laws

Number of Recruits Located & Placed On Projects:	200+
Average Contract Tenure/Project:	9-14 Months
Percent Client Participation in Option-Hire:	22%
Total Recruits On-boarded After Initial Trial Period:	67

We Offer:

- **Targeted Recruiting: Tech, Engineering, Sales Professionals**
- **In-house Recruiting Professionals**
- Comprehensive Vetting & Screening
- Background Checks
- Functional Needs Analysis
- Professional & Career Matching
- Performance Review & Quarterly Follow-up
- Intern Hiring & Onboarding
- Direct & Option-Hire Terms

How We Compare with Our Competitors

We have partnered and worked collaboratively with our MBE and WBE competitors in multiple North American regions as we each ascribe to similar levels of excellence.

What sets us apart is that Prymus has maintained a consistently high onboarding & option-hiring rate.

Companies We Have Supported

KARMA AUTOMOTIVE
PANASONIC AUTOMOTIVE
FORD MOTOR COMPANY
CHRYSLER FCA
TOYOTA
COSWORTH
MAGNA
TEAM DETROIT
ITRON
UPPCO
DUKE ENERGY
BC HYDRO
FIRST ENERGY
DELPHI AUTOMOTIVE
NATIONAL GRID

SAMPLE TARGET RECRUITMENT SOURCES:

HBCUs

National Society of Black Engineers

Lawrence Tech

University Alumni Associations: Wayne State, U of M, Michigan State

Schools of Engineering: WSU, U of M, Michigan State

Framework:

Prymus recognizes that finding recruits with engineering and tech expertise matter, but that alone can only get so far in meeting today's demand for quick response to the rapid pace of corporate, job and workplace change.

Adaptability: The New Competitive Skill

Competitiveness in today's environment requires providing resources with **adaptive capability** that can only develop through **networked** knowledge and experience: *a collective expertise that exceeds the sum of its parts.*

This usually occurs in groups and teams that can understand, interpret, and make informed decisions based on experience over time.

The Challenge to Recruitment and Staffing

The dilemma facing companies is that many tech and engineering recruits—particularly African American—are either recent college graduates or in the early stages of their careers. This means they usually have had little time or network exposure to develop networked knowledge and experience.

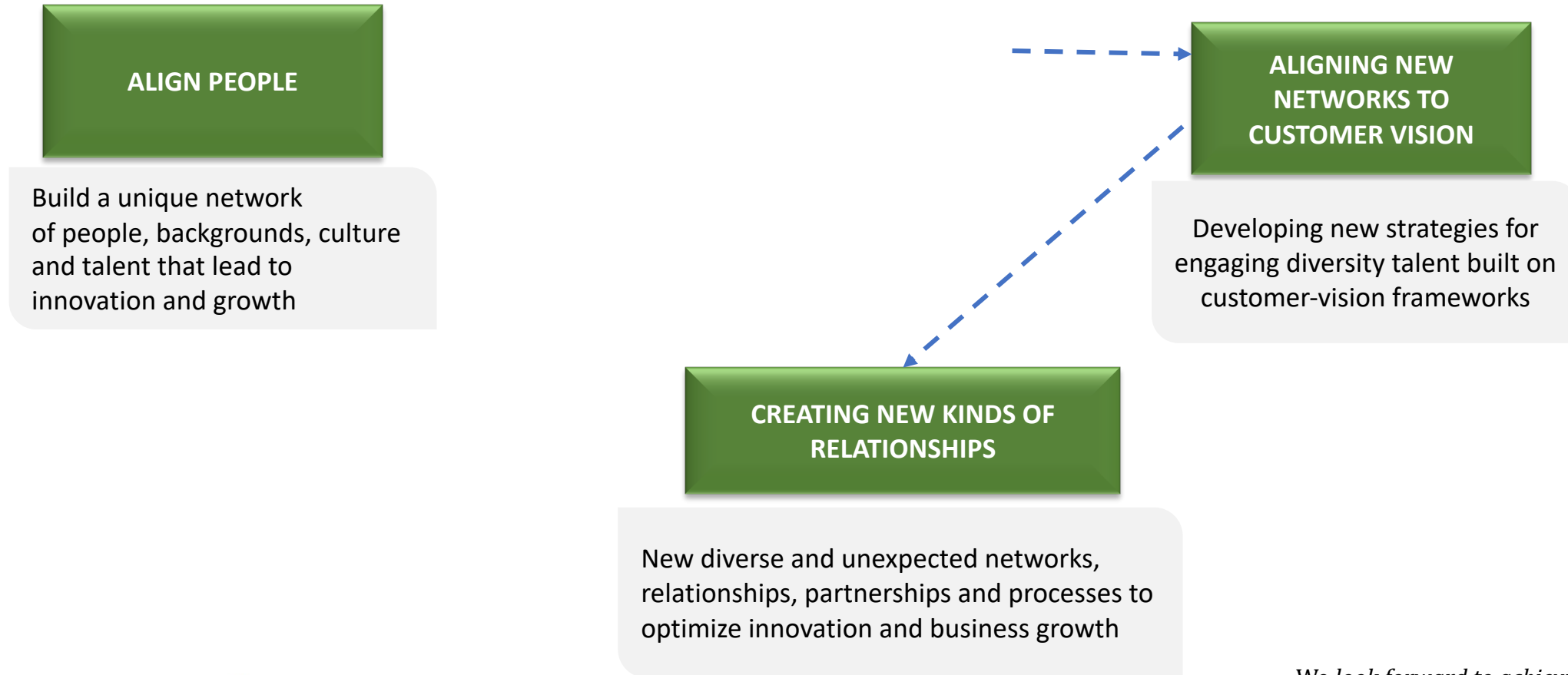
The Prymus Response & Strategy

Prymus responds with:

- **Augment the important tech-based skills** required of our candidates with the equally important requirement of adaptive capability
- **Fast-track facilitating adaptive capability building** and networked knowledge and experience creation via our Adaptive Human Capability Maturity Modeling and Integration (AHCMMI) methodology and ancillary recruiting service

Our Diversity Recruitment Strategy

Open pathways to opportunity through Diversity Recruitment



***SMART™*: A Next Wave Solution Process**

Innovates the way people learn and evolve by simultaneously incorporating rapidly- created (on-the-spot) systems of...

Synergy & Synthesis

Methodologies

Adaptation

Resources

Technologies

...to accommodate changing needs, demand, focus and objectives

Case Study:

Our Approach:

We offer our clients several a la carte options to support their talent acquisition needs:

- Direct onboarding: Our national team of Talent Specialist work closely with clients to locate, vet, and onboard key professionals in technology, business, sales and executive leadership. We provide dedicated remote and on-site support-optional- as this maximizes interaction with customers and ensures prompt response and effective communication

Case Study (ctd)

- Option-hire: our most popular onboarding option involves actively employing key personnel on an interim basis –generally 6-12 months. This option provides our customers an opportunity to observe performance of potential employees in ‘real world’ settings with management and internal team members. This approach has proven effective at levels ranging from intern to engineering science, and senior operations personnel. Clients also enjoy the benefits of not having to absorb standard employee cost and overhead while receiving output of highly skilled professionals during this initial phase