



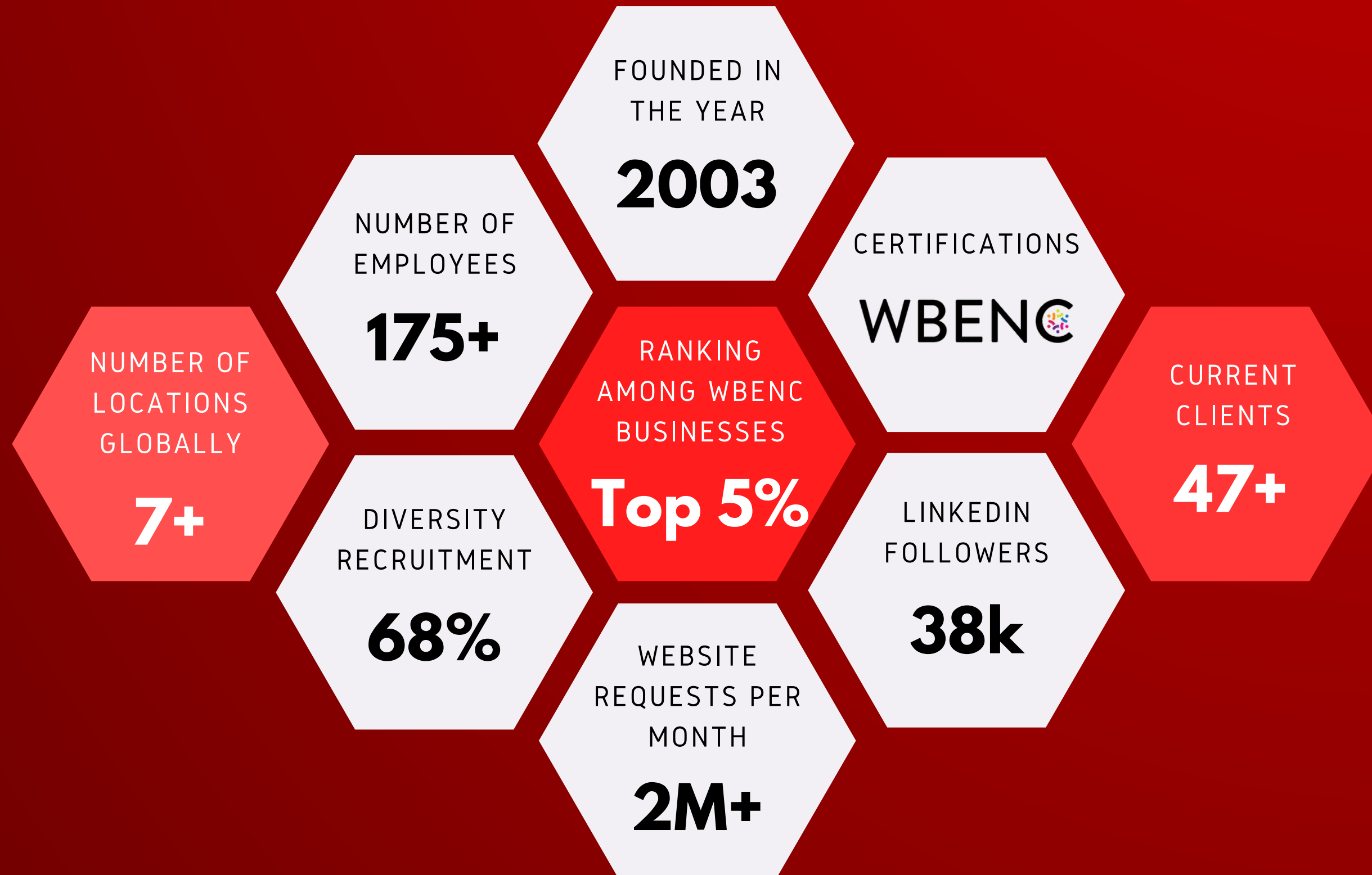
# Who We Are

**Building** businesses,  
through **people.**

We're more than just recruiters, we're changemakers, talent matchmakers, and happiness managers.



# BY THE NUMBERS



# MEET OUR CEO

## From humble beginnings

After moving to the U.S. from India with big dreams, hope, and aspirations, Neha found her passion in the recruitment business. Through determination, grit, passion, and hope, she overcame the hurdles, becoming a leading recruiting expert in her firm.

She founded Zenex Partners in 2003 to make a difference in organizations and empower the Talent Community with meaningful career opportunities.

With unrelenting optimism, compassion, and vision, Neha has built a company with a mindset of change-makers. She strives to be an aspirational and inspirational model of the corporate world, a champion for women's empowerment, and a leader that puts others first.

***"Grit, Indomitable Spirit, and Perseverance defines Zenex Partners." - Neha Verma***



**NEHA VERMA**  
FOUNDER & CEO

# MEET OUR TEAM



**ANSHERA  
CONTRACTOR**  
HR DIRECTOR

Experienced HR leader with a demonstrated history of working in the recruiting industry, including IT & engineering. extensive experience in the HR field in the areas of Career Development, Coaching, Benefits, Collective Bargaining Agreements, Talent Acquisition, Vendor Management, Conflict Resolution, and HR Policies.



**SANILA BABU**  
DIRECTOR OF  
RECRUITING

A Talent Acquisition & Diversity Leader with over 15+ years of experience working as a Recruiting Professional in the IT, Engineering, Semiconductor, Industrial, Healthcare and Non-IT industries helping businesses hire some of the brightest minds from across the globe.



**JOY ROY**  
DIRECTOR OF RECRUITMENT &  
DELIVERY

Certified Recruitment Manager, HRBP, PMP, Six Sigma Black Belt & Customer Success Manager Certified individual with diverse experience and specializing in the recruiting for Information Technology, Finance, Federal, Pharmaceutical and Automotive Engineering professionals to Fortune 500 clients focusing on Contract, Contract to Hire and Permanent Positions.



**MARTIN DASS**  
DIRECTOR OF MARKETING & CLIENT  
RELATIONS (US & CANADA)

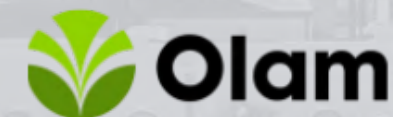
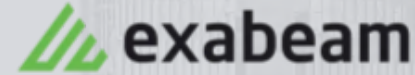
Exceptional Interpersonal and Management Leader with 20+ years in the IT Industry. An End to End Sales Expert (All Industries / Domain) with Extensive knowledge and experience in Offshore Processes and its Methodologies.



**MOHAMMAD TAHA**  
DIRECTOR OF RPO  
OPERATIONS

A recruitment leader with 10+ years of experience in Recruitment Process Outsourcing (RPO), staff augmentation, and executive search. Highly experienced in the IT, Gaming, Engineering, and Non-Technical industry. Strategic planning, PnL management, performance monitoring, manpower forecasting, sourcing, and recruitment training.

# OUR CLIENTS



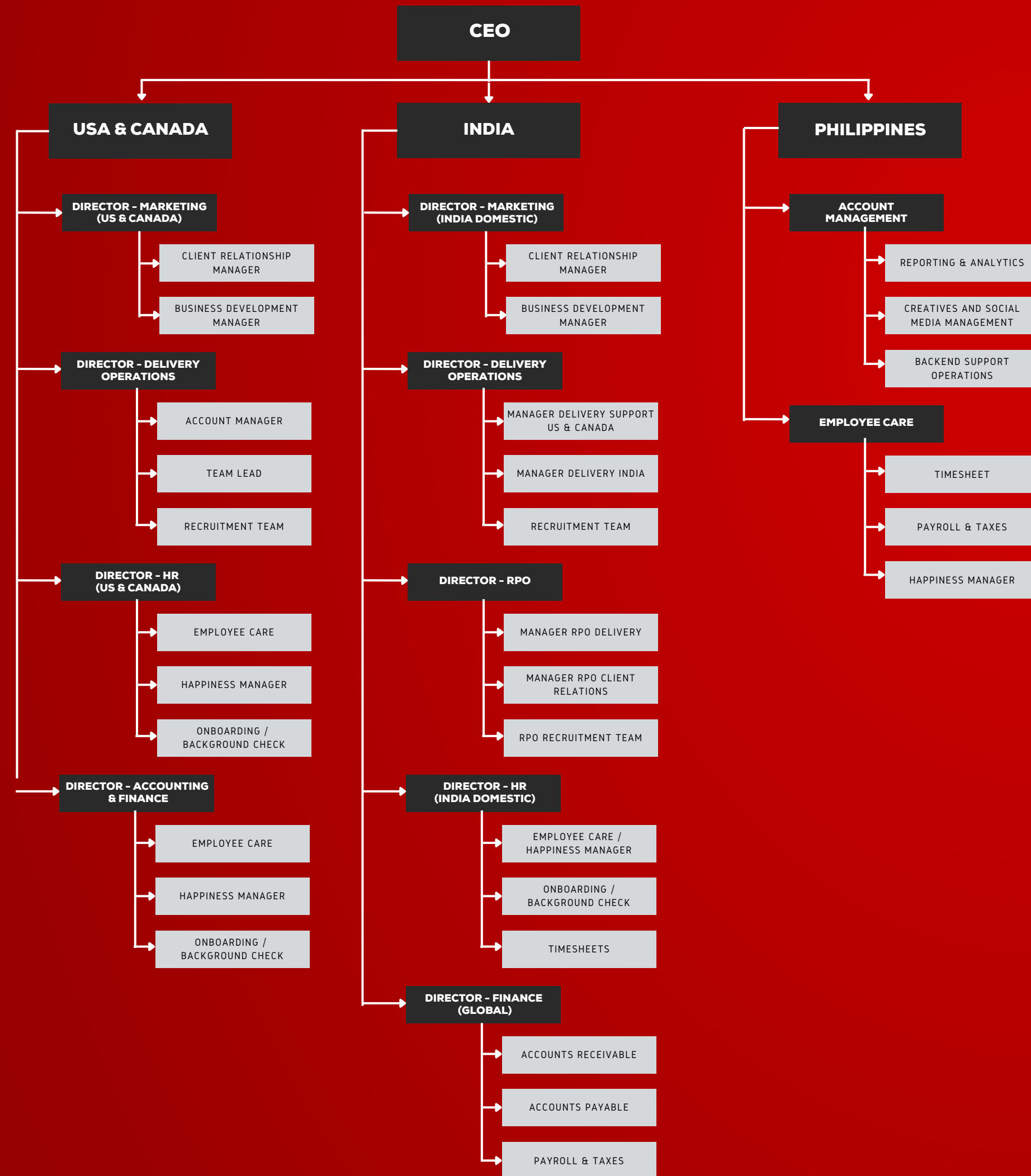
# INTERNAL OPERATIONS ZENEX TEAM

Founded in 2003, Zenex Partners is a 100% Women-Owned, WEBENC Certified staffing and recruitment firm with a blend of Agile, Centralized & De-Centralized Organizational structure.

We are a global company, where our CEO Neha Verma and the Department Heads take the major business decisions and then it is distributed down the chain of command.

We have an AI based internal system to manage our processes and monitor the performances of all the employees. This system allows the management to view and manage the workflow and performance of the employees, and also gives us the live updates and numbers on the efficiency, through a smart reporting system.

This gives us a clear business direction, helps our organization to closely monitor, control and easily manage the business operations and decisions. We are able to have a clear chain of command and accountability, and consistency across all our business units globally (USA, CANADA, INDIA, PHILIPPINES).



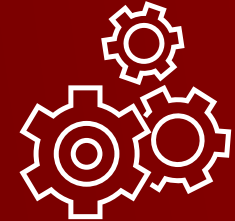
# SKILLS COVERED

## INFORMATION TECHNOLOGY



- Blockchain
- AI/ML
- WEB 3.0
- Cloud
- DevOps Engineer (Azure, AWS, GCP)
- Solution Architect/ Lead Developer
- Project Manager
- Metaverse
- UI/UX
- Big Data
- Quality Assurance
- Data Engineer
- Front End Developer
- Financial Business Analyst
- Business Intelligence
- Cybersecurity
- Middleware Technologies
- Software Engineer (Mobile & Web)
- IT Systems Analyst
- Windows/ Linux Administrators

## ENGINEERING



- Electrical Engineer
- Mechanical Engineer
- Process Engineer
- System Integration Engineer
- Biotechnology Engineer
- Agricultural Engineering
- Reliability/Safety Engineer
- Ecological Engineering
- Pollution Specialists – land, water, air
- Electrical & Electronics
- Automotive Engineer
- Telecom Engineer
- Embedded Systems
- IoT / IIoT Engineers
- Semiconductor Engineer

## BANKING & FINANCE



- Finance & Accounting Manager
- Branch Service Specialist
- Project Manager
- CRCO Reporting Analyst
- Mortgage Consultant Associate
- Corporates Derivatives Sale
- Global Financial Crimes Compliance Testing
- Supervisor Financial Analyst
- Audit Analyst
- Finance Reporting Accountant (SEC)
- Audit Portfolio Manager
- Credit/Fixed Income Portfolio Associate
- Treasury Relationship Manager
- KYC Quality Assurance
- Director of Compliance Training
- Global Sanctions Compliance Risk Assessment
- Risk Governance
- Reporting & Monitoring Analyst
- Mortgage Assistant Specialist

## LIGHT INDUSTRIAL



- Warehouse Manager
- Distribution Manager
- Manufacturing Operations Manager
- Supply Chain Manager
- Forklift Operators
- Inventory Managers
- CNC Operator
- CNC Machinist
- Production Planner
- Reservoir Advisor
- Assembly Technician
- Ops Materials Control Specialist
- Material Handler- Stock point
- Material Build Coordinator
- Material Control Tech
- Inventory Control/ Material Control
- Dispatcher
- Heavy Truck Driver, Sr
- Assemble & Repair Tech



## PHARMA / BIOTECH

- Biostatisticians
- Pharmacology
- Pharmaceutical Validation Engineers
- Pharmacokinetics
- Bioinformatics
- Cheminformatics
- Bioanalytical
- SAS Programmers
- Medical Writers
- PV Operations Manager (US Drug Safety)
- Biostatistician
- Clinical Data Manager
- Lead Clinical Data Manager
- Scientist, Scientific Researcher
- Quality Manager, Quality Analyst
- Research Associate and Coordinators
- Perfusionist
- Pharmacist
- Pharmacy Technician
- Physical Therapist

## HEALTHCARE



- RN / LPN
- CNA
- Medical Assistant
- RPN
- Non-Clinical
- Laboratory
- CDM
- Anesthesia Technician
- Pathologist
- Pathology Assistant
- SASS Programmer
- Neurophysiologist
- Cardiac Cath Lab Technologist
- Dental Assistant
- Emergency Medical Technician
- Electrocardiogram Technician
- Infection Control Coordinator
- Occupational Therapy Assistant
- Physical Therapist
- Quality Coordinator
- Respiratory Therapist

## NON-IT



- Procurement & Supply Chain
- Digital & Creative
- Sales & Marketing
- Administrative Services
- Customer Service Support
- Business Administrator
- Office Managers
- Front Desk Admin
- Marketing Communications Manager
- Data Visualization Consultant
- Delivery Coordinator
- Client Success Manager
- Content Writer
- Marketing Database Consultant
- Marketing Data Analyst
- Marketing Campaign Developer
- Global Marketing Lead
- Administrative Assistant
- Finance Customer Care
- Customer Relationship Manager
- Lead Generation Specialist

## AUTOMOTIVE



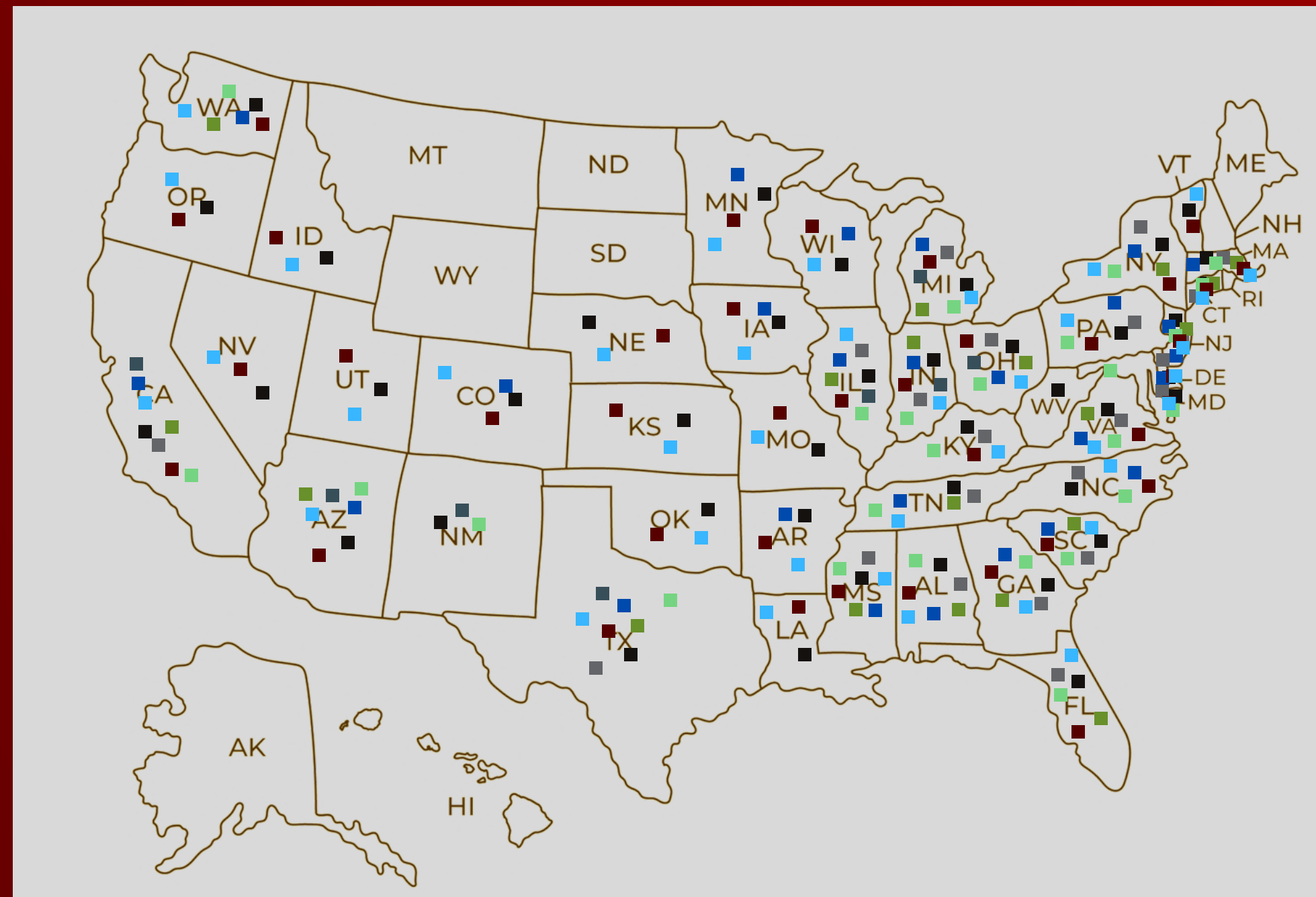
- Cloud Solution Architect
- Active Directory Engineer
- Systems Administrator Senior
- Connected Services Systems Engineer
- Manufacturing Applications & Infrastructure
- Manufacturing Engineer
- Controls Technician
- Maintenance Technician
- CAD Engineer – Senior
- EHS Manager
- Advanced Quality Engineer
- Engineering Change Coordinator
- Connected Vehicle QA Engineer
- Powertrain Engineer
- 1EE Component Design and Release Engineer
- Materials Manager/Supervisor
- Shipping & Receiving Supervisor
- Assistant Plant Manager
- PLC Technician

# STAFFING CAPABILITIES

Based on Location

- INFORMATION TECHNOLOGY
- ENGINEERING
- BANKING & FINANCE
- NON-IT
- HEALTHCARE
- PHARMA/BIOTECH
- AUTOMOTIVE
- LIGHT INDUSTRIAL

USA

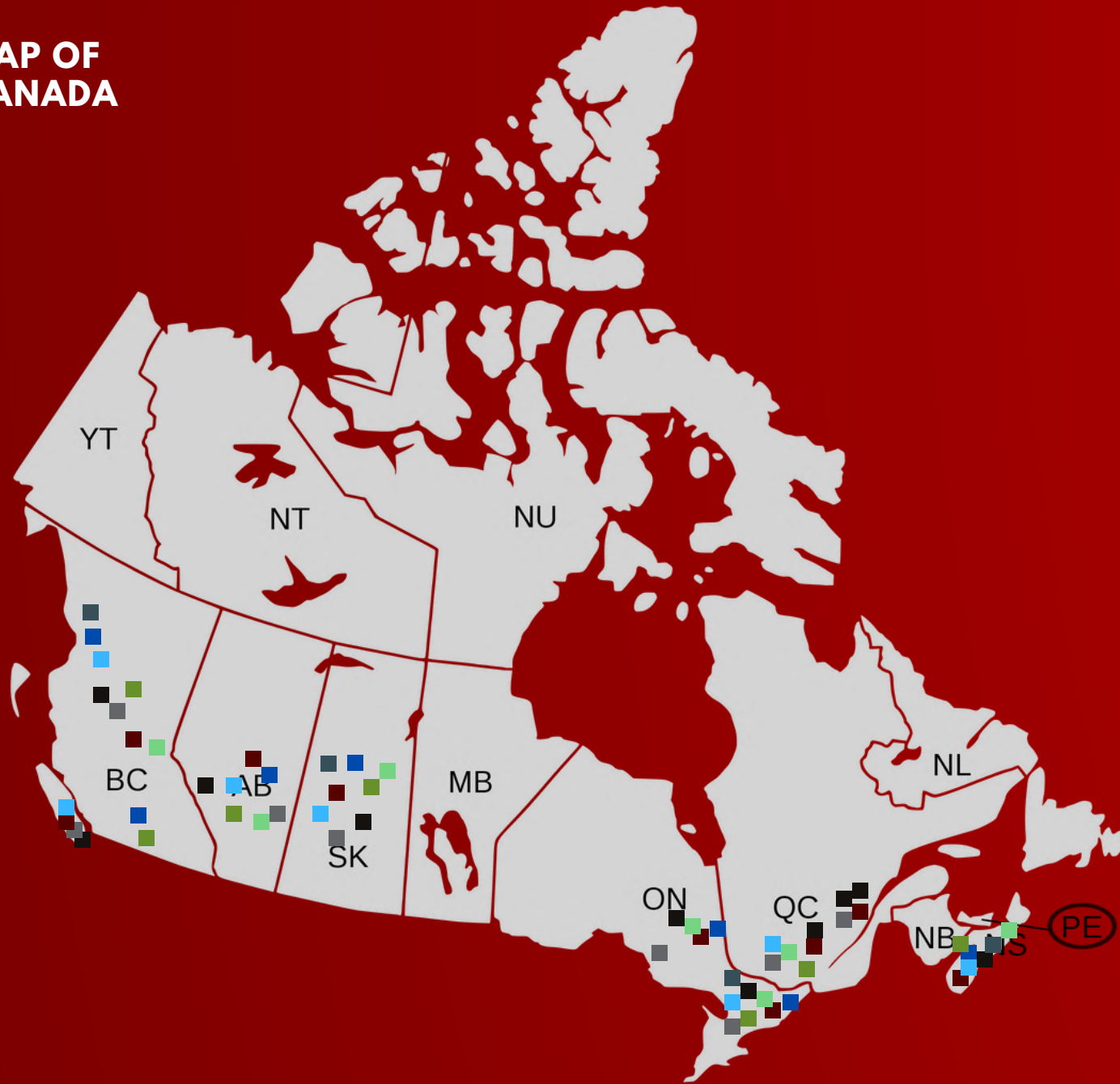




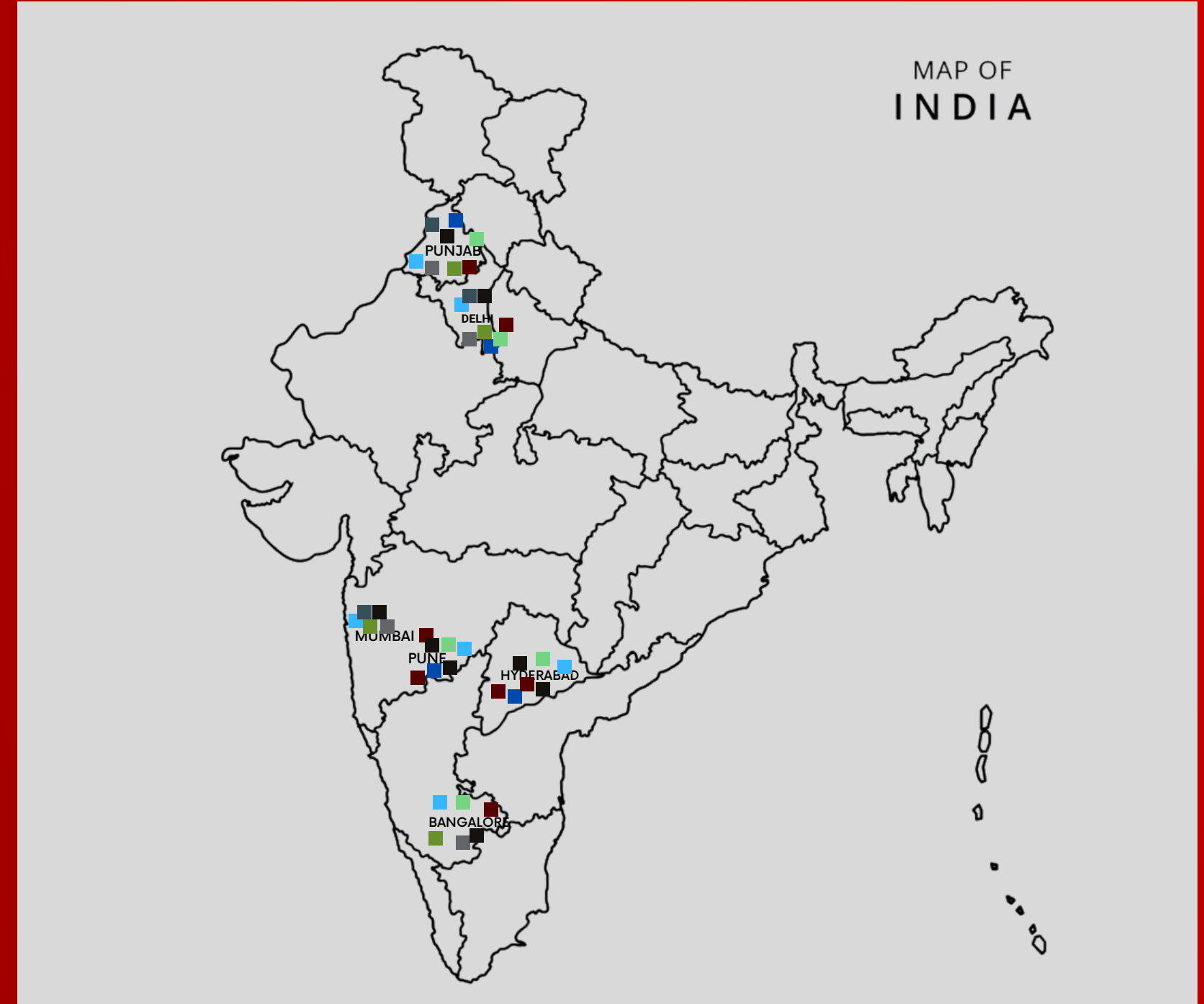
# GLOBAL CAPABILITIES

## Canada & India Staffing Domains (All States)

MAP OF CANADA



MAP OF INDIA



# WHY ZENEX

For 20 years, Zenex Partners has been giving something special to the staffing industry. A culture of service and relationship builders, recruiters that treat clients and candidates as people.

Our job is about connecting people with more people. Despite all the speed and automation, people still want to feel that there is another human being on the other end of the line, and the experience we provide makes all the difference.

We provide Contingent Workforce Solutions, RPO, Direct Hiring, Temp Staffing, and Contract-to-Hire services to Fortune 500 companies and mid-large businesses globally.

## SERVICES CAPABILITIES



### CONTINGENT WORKFORCE SOLUTIONS

We offer flexible, scalable services which meet your contingent labor needs, including managed service programs (MSPs) and workforce management and payroll solutions.

### CONVERSION RATE

- W2, & C2C (avoid 1099) - We can work on W2 and C2C employees and try to avoid 1099's.
- MSP Experience - We have worked with several MSP's like Tapfin, Pro Unlimited, Workforce Logiq, and more.
- COI - We have the required Commercial & Employers Liability Insurance coverage for all of our clients and some with 5 million on Cyber Insurance as well.
- VMS Experience - We are familiar with all kinds of VMS like Wand, Fieldglass, Beeline, and more
- 48 HRS TAT - We have a turnaround time for all requirements, and we try to find the candidate within the 48 hours of the jobs getting released.
- Bill Rate Driven or Mark-Up Driven - We are familiar and happy to work with Bill Rate, Mark-up, or a combination of both Program types.

### TEMP TO HIRE

We offer cost savings and flexibility for your temp-to-hire needs and provide you with time to assess the performance of talent for jobs that have the potential to develop into full-time opportunities.

### CONVERSION RATE

- 0 to 30 days - 15% Conversion
- 30 to 60 days - 10%
- 60 to 90 days - 5%
- beyond 90 days - 0%

### DIRECT HIRE

We conduct an in-depth analysis of your company's culture, the job description, and your specification on what you are looking for in candidates and create a strategy customized to your needs. Our team of expert recruiters will help streamline the hiring process for your organization to get you the perfect fit.

### WHAT WE DO

- Internal HR team to manage the Complete Hiring Process.
- Creating and maintaining detailed job descriptions.
- Promoting open positions on career sites, job boards, career, fairs, and advertising.
- Screening Resumes.
- Managing skill assessments.
- Conducting background checks (If required).
- Checking references.
- Presenting Job offers.
- Negotiating.
- Closing the Deal.

## RPO

Our Recruitment Process Outsourcing (RPO) Solution acts as your company's internal recruitment function for a portion or all of the requirements. Zenex Partners will manage the entire recruiting/hiring process from job profiling, sourcing, recruitment, and onboarding of new employees.

## EXPERTISE

- Specialized Recruiters - Our recruiters have expertise and deep insights by holding their respective technical degrees in Computer Science and Computer Applications.
- Personalized Recruitment - We develop recruiting solutions that are flexible, built-to-last, and to cater to changing market forces. We work in partnership with our clients to design, implement and manage the best recruiting strategies. Our strategies are aimed at optimizing costs and ensuring the highest standards.
- Dedicated Team - Our dedicated team of 100+ people work around the clock, spread across various locations for recruiting, sourcing and validation. Adding hundreds of resumes every day into our resource pool.

## PAYROLLING

We provide a streamlined payroll process with an easy-to-use payroll system that allows us to manage employees and automate payroll processing.

## WHAT WE DO

- 20 to 25% on the pay rate
- Create a Payroll System Policy and Process Guide
- Keep Track of Important Deadlines
- Automate Payroll
- Set Payroll Reminders and Notifications
- Gather Real-Time Attendance Data
- Classify Employees Correctly
- Keep Detailed Records
- Leverage Online Payroll Software

## DIRECT HIRE

We conduct an in-depth analysis of your company's culture, the job description, and your specification on what you are looking for in candidates and create a strategy customized to your needs. Our team of expert recruiters will help streamline the hiring process for your organization to get you the perfect fit.

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## PEO SERVICES

We enable you to go global quickly and compliantly without the time and expense of establishing a legal entity. We assist with employee recruitment, manage employee time-off and benefits, provide a streamlined payroll process, and manage your employees' employment tax.

## WHAT WE DO

- 22 to 27% on the pay rate
- Payroll processing
- Human resources administration
- Employee benefits
- Risk and compliance
- Workers' compensation
- Employee training
- Talent development

## OUTPLACEMENT

We assist employees who are finishing their contracts and exiting companies by providing resume reviews, editing, and writing. We also provide them with job openings within our network that fit their skill set.

## WHAT WE DO

- Customized Services
- Job coaching (individual or group)
- Personal branding.
- Career assessments.
- Interview preparation.
- Networking opportunities.
- Resume writing.
- Job search training.
- Salary research.

# DIVERSITY & INCLUSION

We are a people-focused staffing firm. Our purpose is to strengthen the workforce by connecting diverse talents to the right opportunities. We provide a platform for diverse hiring and help companies to reach their diversity goals where all people are equally represented.

As a Woman-Owned business, we have dedicated ourselves in becoming frontrunners for achieving Talent Diversity at the Workplace.

## HOW WE MAKE A DIFFERENCE

- 1 For the last 19 years, nearly 80% of our placements across United States have been women. Nearly 60% of our staff are women as well.
- 2 We have an internationally diverse team, hailing from the United States and various parts of Asia.
- 3 We make it our mission to bring people together from many cultures with varied work experiences and different perspectives to create a unique and universal environment.



## OUR SOCIAL RESPONSIBILITY

We strive to build and empower businesses to create a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and uplift our communities.

- We are passionate Champions for "Equal pay for Women" and "Women in Tech".
- For every women placement, we give a donation to the UN Women's HeForShe movement committed to the advancement of gender equality.
- We have partnered with several employment agencies that help support Veterans, Veteran Spouses and People with Disability. And we help get a job and also help them get trainings where ever needed.



# CANDIDATE EMPLOYEE CARE

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At Zenex, we focus on the Mental Health, Emotional Wellbeing & Wellness of our staff and the people we work with. Our goal is to help our clients create healthy and happy cultures, that are carefully designed to achieve happiness at work, accelerate employee growth, and unlock potential.

## TALENT ENGAGEMENT, GROWTH & WELLBEING SUPPORT

### ▶ EMPOWERED ENGAGEMENT

- Nurtured Interaction
- Fostering Relationships
- Sharing Happiness

### ▶ GROWTH FOCUS

- Emotional Intelligence Coaching
- Talent Growth

### ▶ ADDITIONAL SUPPORT

- Emotional and Mental Wellness Counselling
- Mental Healthcare Therapists
- Career Counseling
- Parenting
- Child Care
- Education Consultants

## EMPLOYEE BENEFITS

- ▶ W2 Health Benefits
- ▶ Zenex 24/7 support
- ▶ Commuter Reimbursement
- ▶ Fitness Benefits
- ▶ 401k Plan
- ▶ HSA, HCFSA, DCFSA
- ▶ Bonuses (Performance, Compliance, Loyalty, Spot, etc.)



# THANK YOU

## GET IN TOUCH WITH US

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