

# 1st NORTHERN INTERNATIONAL PLACEMENT, INC.

UG 24,25,49 & 50 Cityland Pioneer Condominium  
128 Pioneer Street, Highway Hills, Mandaluyong City, 1550 Philippines  
Telephone (632) 638.1981-82 Fax (632)6381984

*Matching talent and opportunity is our passion. Translating dreams into reality is our reward.*

The most valuable asset in business is people. Behind every grandiose vision and noble mission are the numerous individuals who deliver on the promise. 1<sup>st</sup> Northern International Placement, Inc. (NIPI) exists to help people and business make the best decisions to achieve the vision.

The NIPI name stands for experience, integrity, professionalism, social responsibility, and trust. Our expertise is combined with an outstanding ability to develop close long-term people focused partnerships with clients and candidates in order to provide superior staffing solutions across industries.



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### ABOUT US

What we have now proven was once only imagined.

#### Company Profile

1<sup>st</sup> Northern International Placement, Inc. (NIPI), an emerging leader in the employment services industry, focuses on creating and delivering quality services that enable clients and candidates to win in the dynamic world of work. The company evolved from a recruitment consultancy firm specializing in the placement of healthcare professionals. Having successfully thriven as a cohesive unit in the midst of a fiercely competitive environment, we have expanded our services to include a broader spectrum of market and industries. This breakthrough led to the birth of a wholly owned subsidiary committed to the pursuit of being the preferred option for professional and skilled manpower supply and management services and ultimately a world-class provider for people solutions.

Throughout our company's history, we have maintained the values that set us apart, including personal integrity and professional ethics, functional expertise, social responsibility, dignity and respect for every individual that we work with, and an unyielding commitment to success. Put into practice, these values allow us to deliver superior customer service, steadfast attention to the uniqueness of each and every client and candidate, and an unmatched dedication to establishing the best match between job seeker and employer.

#### Our Beliefs and Values

##### Our Vision

To be recognized as not only the preferred option for manpower supply but the best people solutions organization providing staffing services of world-class quality.

##### Our Mission

Our mission is to create a significant and positive impact on our clients and candidates by embracing our core values of personal integrity, strong work ethic, functional expertise, and unyielding commitment to successful results.

##### Our Social Responsibility

For NIPI, corporate social responsibility is about creating opportunities for all people to participate in the workforce. We wish to play a significant role in the attainment of sustainable economic development of the Philippines by providing Filipinos fair, equitable, and secured placement services. The core of our social responsibility is improving the lives of every Filipino family. Whether giving a job to an unemployed skilled labourer or opening greener pastures to a health professional, our reward comes from knowing that we make a real difference in people's lives.

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### Our Partners

NIPI believes in developing close long-term people focused partnerships with clients and candidates in order to provide superior staffing solutions. This is why we call our clients and candidates our PARTNERS. We value our partners and believe that the only way to support them is by working in partnership to fully understand their culture, environment and objectives. This enables us to provide truly tailored consultative recruitment solutions.

### Clients

NIPI's clients range from global institutions to start-up ventures. The goals and requirements are all widely varied but our attitude to them is the same. We understand these goals and requirements and we provide tailored and effective solutions.

We work closely with all our clients to ensure that we provide them with the most cost- effective and appropriate recruitment solution. We make sure that the candidates we recommend were pre-screened and are best fit for the job.

Our global network is composed of companies specializing in different industries like healthcare, construction, domestic and consumer.

#### Albany Medical Center - Albany, New York, USA

Albany Medical Center is the only academic health sciences center in the eastern New York and western New England. The Medical Center incorporates the 651-bed Albany Medical Hospital, which is one of New York's largest teaching hospitals; the Albany Medical College, which was founded in 1839 as one of the nation's first private medical schools; the Albany Medical Center Faculty Group Practice, staffed by about 225 full-time clinical faculty members of the Medical College; and the Albany Medical Center Foundation, Inc., which is one of the largest fund-raising organizations in the region.

#### Wadley Regional Medical Center, Texarkana, Texas, USA

As the oldest hospital in Texarkana, Wadley Regional Medical Center has a century-long tradition of providing compassionate, high-quality healthcare. As part of its commitment to provide innovative and outcome-based care, Wadley has pioneered many medical firsts for Texarkana. As the area's first Joint Commission-certified Primary Stroke Center and the first state-designated Level II Primary Stroke Center, Wadley also is proud to offer Texarkana's only hospital-based prenatal clinic and geriatric behavioral health unit, as well as the area's only da Vinci Si Surgical System.

#### Ellis Hospital - Schenectady, New York, USA

Ellis Hospital is a 368-bed community hospital with an 82-bed nursing home located in Schenectady, New York. It has a national recognition as a top 100 hospital for Cardiac and ICU . It is also home to several Centers of excellence that provide world-class care for stroke, mental health, heart disease, emergency medicine and the diagnosis and treatment of various diseases.

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## Forsyth Medical Center - North Carolina, USA

Forsyth Medical Center takes pride in being the healthcare provider of choice in North Carolina. It provides care that is state-of-the-art because of the advanced treatments available through clinical research and technology and the academic excellence - and caring natures - of the doctors and nurses.

## Presbyterian Hospital - North Carolina, USA

Presbyterian Hospital, a private and non-profit regional medical center, is considered as one of the largest health care institutions in the Carolinas. It is a regional referral, tertiary medical center with 593 beds and 64 bassinets. Today, a team of almost 6,000 employees and over 1,400 physicians serves more than 250,000 patients each year.

## ADA Manpower International, LLC – Minnesota, USA

ADA Manpower is an international healthcare recruitment firm specializing in the permanent placement of highly qualified and experienced Filipino nurses to healthcare facilities in the United States of America and Canada.

## AQLEH Engineering Consultant, Dubai, United Arab Emirates

AQLEH Engineering Consultant is an Engineering firm that was established in Dubai, UAE in 2006. The company is a formation of well-experienced group of Engineers and Architects with a well- balanced local and international experience in their respective fields of expertise.

The firm is a multi-discipline entity that confidently can offer the client through one-contract all aspects of the development process, starting at the Master Plan Evaluation level and ending with the tender documents for the project.

## Yum Yum Tree Restaurants / Bukhowa Restaurants and Cafe Management S.P.C, Bahrain

When Gulf Consumer Corporation was formed in 1984, it had a vision to go beyond the conventional and took the road less travelled if it wanted to succeed. The company began seeking an innovative path, exploring new avenues. Where others would normally see obstacles, Gulf Consumer Corporation would see opportunities.

Realizing there was no environment in Bahrain where customers could enjoy the fine cuisines of the world under one roof, Dr. Adel Bukhowa and his experienced and dedicated team established Yum Yum Tree food court in June 1996 in the prime location of Exhibition Road, Hooraa, Bahrain.

Based on the concept of an international-style food court, Yum Yum Tree tasted instant success. This novel concept of “restaurant within restaurant” offers many advantages. Customers can sit down, relax and enjoy a choice of cuisines – the best from the East to West – in one setting. Food is prepared right before the customer’s eyes, the ambience is 5-star but the price is very much affordable. Served fast and hot, tasty meals are a welcome and convenient break in a busy day.

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## Dough Works Ltd, Tanzania, East Africa

Dough Works Ltd, the franchise holders of Pizza Hut for Tanzania, has worked very hard in securing Pizza Hut's placement in the country, which shows the confidence from Yum! Brands in the Tanzanian economy and the investors of Dough WorksLtd.

Dough Works Ltd launched it's first of many Pizza Hut stores in April 2016, which is located at the newly built Mkuki Mall on Nyerere Road, Dar es Salaam.

The company has plans for rapid expansion and growth with a target of over 30 stores across the country, creating over 500 new jobs in the Quick Service Restaurant sector.

We have provided our services to a wide variety and prestigious clients in the Middle East. They are mostly placement agencies engaged in the placement of skilled and household service workers. Our Clients list includes the following:

AL DEERA MANPOWER, DOHA, State of Qatar

AL SALAM LABOUR SUPPLY, DUBAI, United Arab Emirates

ALSIRAT MANPOWER SERVICES, Bahrain

AWATHIF MOHD AHMED AL RIYAHI OFFICE for Recruitment of Domestic Staff, KUWAIT

CITY TOWER HOTEL, Dubai, United Arab Emirates

EBRAHIM ZAINAL MANPOWER- BAHRAIN

FAMILY HOUSE ESTABLISHMENT/ FAMILY HOUSE RECRUITING Domestic Helpers, JORDAN

HOWAR Manpower Office, BAHRAIN

PRESIDENT HOTEL, Dubai, United Arab Emirates

SAAD AL ABDULLAH CITY COOPERATIVE SOCIETY, KUWAIT

SAAD HILAL BAKHIT/ BAKHIR OFFICE for Recruitment of Domestic Labour, KUWAIT

SAYED HASHIM AL MUSAWI for Domestic/ SAYED HASHIM ALMOUSAWI MANPOWER OFFICE, KUWAIT

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### **Candidates**

We work closely with our candidates to ensure that we provide them with a first class recruitment service. We seek that both the needs of the employer and the candidate are met, therefore producing a cohesive relationship and the best chance of success. We are dedicated to helping you make the most of your skills and knowledge and to aid you in the recruitment process through offering advises on examinations and review centers, interview techniques, and immigration procedures.

### **The NIPI Advantage**

NIPI adds value by cultivating long-term partnerships, utilizing our recruitment expertise, and offering effective people solutions.

### **Long-term Partnerships**

We value our clients and candidates and we strive to build long term people focused partnerships, not short term gains. We optimize clients' use of human capital without losing sight of the respect that is due to the candidate because we want to evolve the client-NIPI-candidate relationship into a partnership of mutual trust.

While we fully recognize that time is an essential factor in earning trust, we are committed to investing the required time and energy to gain that faith. By establishing a basis of trust we strike a fair and lasting balance between the two sides' interests from which both profit. Win-win situations are our highest motivation and our biggest satisfaction.

### **Recruitment Expertise**

The industry know-how of our international consultants gives us the background and understanding needed to meet more closely the needs of our clients and candidates. The NIPI People Solutions Specialists have previously worked in different fields of specialty, developing business knowledge and vast network of contact.

Our expertise is your competitive edge today — and our fervor to keep on improving will be your lead tomorrow.

### **Efficient People Solutions**

We recognize that identifying the best candidates or career opportunity can be costly and time consuming. While we are committed to providing quality service, we are also mindful that speed, cost-efficiency, and effectiveness are in our mutual interest. We help increase return on

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investment by providing a professional, cost effective, solution-oriented approach linking our candidates to our clients.

### Recruitment Experts

Our global base of well-connected recruitment consultants constantly seek to exceed expectations. Our operations team is made up of professionals with diverse backgrounds in management, engineering, sales, etc. and who are determined to deliver the highest levels of service and the best results to our clients and candidates.

We dedicate our expertise and resources to find the right person for our client firms and to find the right career opportunity for our candidates. We share the challenge of matching talents with opportunities and the passion to translate dreams into reality.

### OUR SERVICES

*If you can imagine it, you can achieve it; if you can dream it, you can become it. --- William Arthur Ward*

We provide people solutions to individuals and businesses worldwide to meet the challenges of today's changing business environment. We have the global resources and local capability to help clients maximize the efficiency and productivity of their workforce and to assist candidates in obtaining best possible career opportunities through our array of services and capabilities.

### CLIENT SERVICES

A vital responsibility of making personnel decisions is choosing a reliable partner to accompany you through-out the process and ensure that your choices are based on sound information.

NIPI's consultants and People Solutions Specialists bring a great deal of knowledge, experience, and comprehensive expertise to assist you in the recruitment process. We provide advice to assist companies in determining and implementing the measures required to align their human assets with their corporate strategic requirements. We understand the intricacies of clients' needs, thus our process is tailored to their specifications. We work closely with clients to determine the exact qualifications and skills needed in a prospect, and we interview candidates

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extensively to ensure their experience and needs are appropriate for the job and culture offered by our clients.

Our objective is to launch long-term, successful relationships between our clients and the candidates we place.

### Our Approach

NIPI tailors each search to the specific needs of our clients. The processes below are the essential elements in the search process.

1. Strategic Consultation and Project Proposal Preparation - Our consultants will work with clients to conduct needs assessment, identify requirements, and create a job description.
2. Search - NIPI will conduct pooling of candidates through referrals, advertising, and existing database.
3. Short listing of Candidates - Based on the needs of the clients, we will identify the best potential candidates. NIPI will also conduct pre-screening activities to evaluate the talent in the marketplace and match that talent to the client's needs.
4. Presentation - Upon completion of our identification and evaluation process, we provide a summary of the most qualified candidates for the client's review.
5. Negotiation
6. Follow-Up – After an acceptance of offer, NIPI supports the candidates in document preparation until transition to the client employer.

### CANDIDATE SERVICES

We aim to hear our candidates' aspirations and ambitions and will seek to match the passion of their career objectives with quality opportunities. Our pledge to our candidates is to place before them only the best opportunities. We strive to represent only those client companies with the best reputation as industry leaders.

We also provide consultancy services to our candidates by recommending the best review centers for licensure and English Proficiency examinations and advising them on immigration procedures. For our Household service workers, we implement the "no fees" collection scheme as implemented by the Philippine Overseas Employment Administration (POEA). In addition to this, we also provide financial assistance for the following: processing of applicants' documents needed to secure their work permits, fare from their hometowns to the city, medical examination fees and free accommodation while in the city for the processing of documents, OFW certificates and trainings.

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