

Adecco



Business Proposal for Walmart Canada

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Adecco



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1. Executive Summary

Walmart Canada has issued a Request for Proposal to Adecco Canada for the Recruitment and Staffing Services Project of over 60 headcounts. Adecco thanks Walmart Canada for the opportunity to respond to their RFP. We are confident of proving to be the best partner to Walmart Canada for this initiative.

Adecco is a trusted partner amongst the top retail and ecommerce companies. We provide qualified talent within the retail, sales and customer service industry via innovative recruitment solutions that deliver results.

Retail, sales, and ecommerce are one of Adecco's primary focus areas. We know how to support large and small retail companies in finding the best talent, filling critical positions, and preparing for fluctuating market demands.

We as Adecco Canada have proven abilities in providing staffing services to multiple industries including the associates required at Walmart: store, merchandise, pharmacy, corporate, and drivers. Additionally, we provide three primary recruitment models including: Workforce solutions which is a managed vendor program, on-site where our team works with the client on-site, and MSP which is managed service provider.

We will work closely with you to understand your unique needs, providing the right services and people to help you achieve success so that you don't need to shop around.

Adecco delivers flexible and scalable talent services to help clients realize their mission-critical projects by fulfilling all their resource requirements with consultants that surpass all client expectations and delivering on the project commitments on-time.

Adecco prides itself on providing only the highest quality consultants in its practice. We have an extensive network of consultants of the highest caliber who we have worked with over the years. In addition, we are constantly expanding our base, through the utilization of leading-edge search facilities coupled with in-depth interviews and rigorous references checks. We provide expertise ranging from the most senior strategic areas to hands-on technical skills.

With over 5,000 weekly associates, 550 clients served each week, 250 colleagues in Canada, and operations spanning 60+ countries, we leverage a global network of specialized recruiters to deliver 70+ permanent placements monthly, ensuring your business runs seamlessly with the right talent, wherever and whenever needed.

Our proposal and solution will result in successful acceptance of our pre-screened, qualified candidates by Walmart who are already proven to meet and exceed work expectations throughout the duration of their contracts.

Adecco believes in reasonable pricing. Our focus is on customer service, so our pricing focus is on obtaining and retaining the best possible resources. Our proposed hourly rates for the Walmart associates range from CAD 25.24 to CAD 31.63 which have been detailed in the corresponding section below.

Adecco is confident that the quality of our submitted consultants, coupled with our proposed rates, would enable Walmart Canada in achieving and attaining success in their initiatives throughout the term of the Agreement within budget, which would result in a win-win for both Walmart Canada and Adecco.

2. Company Overview

Our History

Since the beginning, we have envisioned a world of work in which everyone can find their ideal job, regardless of their educational background or experience. This revolutionary concept quickly gained traction amongst companies globally.

Since our inception in 1996, we have experienced tremendous growth and maintained our commitment to providing cutting-edge staffing solutions to companies worldwide. Our dedication to excellence and customer service has made us a beacon in the human resources industry—a legacy we plan to continue in the years to come.

1950-1970

- In 1957, Adia is founded by Henri Lavanchy in Switzerland and quickly expanded to other markets by the 1960s.
- In 1964, Ecco is founded in France by Philippe Foriel-Destezet.

1970s

- Over the course of the 1970s, Adia went global, acquiring more than 85 companies.
- Adia is listed on the Swiss Stock Exchange.

1980s

- Ecco becomes France's market leader.
- Adia continues to take huge leaps into new markets and sees sales top \$1bn, becoming the European leader of temporary staffing.

1990s

- Ecco's sales reach number 2 globally, surpassing Adia.
- In 1996, Adia and Ecco join forces, becoming Adecco, and place more than 250,000 people a day.

2000s

- Adecco continues to expand and becomes America's largest recruitment company with revenue topping \$11.6bn.
- Adecco creates three distinct business units to serve the different needs of the market.

2020s and Beyond

- Adecco continues acquiring leading recruitment companies and numerous technology-enabled training and recruitment platforms, including EZRA, QAPA, Vetterly, General Assembly, and Hired.

Our Global Footprint

1. **5000+ Weekly Associates:** Our extensive network of skilled professionals works tirelessly every day to keep businesses thriving and running smoothly.
2. **550+ Clients Served Each Week:** With a strong and loyal client base, we are the trusted partners for organizations seeking effective hiring solutions.
3. **250+ Colleagues in Canada:** Our team of specialized recruiters, based in Canada and beyond, is always ready to connect you with the talent you need.
4. **70+ Permanent Placements Each Month:** We excel at finding the right people for your business, delivering permanent hires exactly when and where you need them.
5. **60+ Countries:** With a global presence spanning over 60 countries, we ensure that no matter where you are, we're there to support your growth and success.

3. Adecco Canada's Capabilities

3.1. How We Work

As a seasoned employment agency, we understand the importance of flexibility in the workplace. That is why we make it easier for businesses to bring in temporary talent when needed.

Whether it's for a seasonal spike in demand or to complete a project, temporary associates add value to any organization. Our team handles the entire process efficiently, ensuring:

- Proper onboarding of staff
- Quick time-to-hire
- Comprehensive candidate analysis
- Reduced attrition
- Compliance with local labour laws

Our Industries

At Adecco, we provide temporary and permanent placements, as well as outsourcing services across industries including customer service, construction, healthcare, finance, and more. Let us connect you with top-tier talent to meet your business needs.

- Automotive, Aeronautics & Mobility
- Business service
- Catering and hospitality
- Construction
- Energy
- Financial Institutions & Consulting
- Healthcare
- Logistic and transportation
- Manufacturing
- Public Services & Administration
- Retail Sales & Services
- Technology

3.2. Our Recruitment Solutions

Temporary Placement

We offer flexible staffing services, handling the complete recruitment process—from sourcing and screening to onboarding, training, payroll, and administration.



Diversity Inclusion

We help prioritize diversity, equity, and inclusion, ensuring your workforce reflects the broader population. This enhances decision-making, problem-solving, and performance, while fostering a positive culture and boosting employee engagement.



Training

At Adecco, we provide upskilling and reskilling programs to empower employees and create a steady pipeline of top talent to meet client needs.



Permanent Recruitment

We manage the recruitment process from talent acquisition to securing permanent hires. Whether for standard or large-scale recruitment, Adecco delivers reliable, tailored solutions for thousands of businesses.



Recruitment Process Outsourcing Solutions

Maximize your potential with Adecco's cost-effective RPO solutions. We attract top talent and optimize your recruitment, allowing you to focus on your core strengths.



Our Recruitment Management Models

We as Adecco are dedicated to maximizing efficiency and cost savings. To meet your unique business needs, we offer three primary recruitment management models:

1. Workforce Solutions: Managed Vendor Program (MVP)

A cost-effective model for managing selected vendors, tailored to your business needs.

Key Features:

- Recruitment across diverse skill sets
- Access to the Adecco database and global network
- Compliance management for onboarding/offboarding
- Industry-specific reporting and analytics

2. Onsite Solutions

Onsite teams integrate seamlessly with your organization, managing recruitment and workforce needs locally.

Key Benefits:

- Faster, more efficient hiring
- Attracting and retaining top talent
- Managing timekeeping, payroll, and performance
- Immediate support for high-volume and specialized roles

3. Managed Service Provider (MSP)

End-to-end workforce solutions with a single point of contact for recruitment and staff management.

Core Services:

- Supplier management, including negotiation and onboarding
- KPI monitoring with regular reporting
- Long-term cost savings and value optimization
- Agile supplier onboarding to maintain fill rates

3.3. Our Recruitment Methodology

- **Identify Client Needs**

We begin by understanding your organization's unique workforce requirements, whether it's for temporary staffing, permanent recruitment, or specialized roles. Through detailed consultations, we define the skills, experience, and attributes needed to find the perfect fit for your team.

- **Source and Screen Talent**

Leveraging our extensive talent network and cutting-edge recruitment tools, we identify the best candidates for your organization. Each candidate undergoes rigorous screening, including interviews, background checks, and skill assessments, ensuring only the most qualified individuals are presented to you.

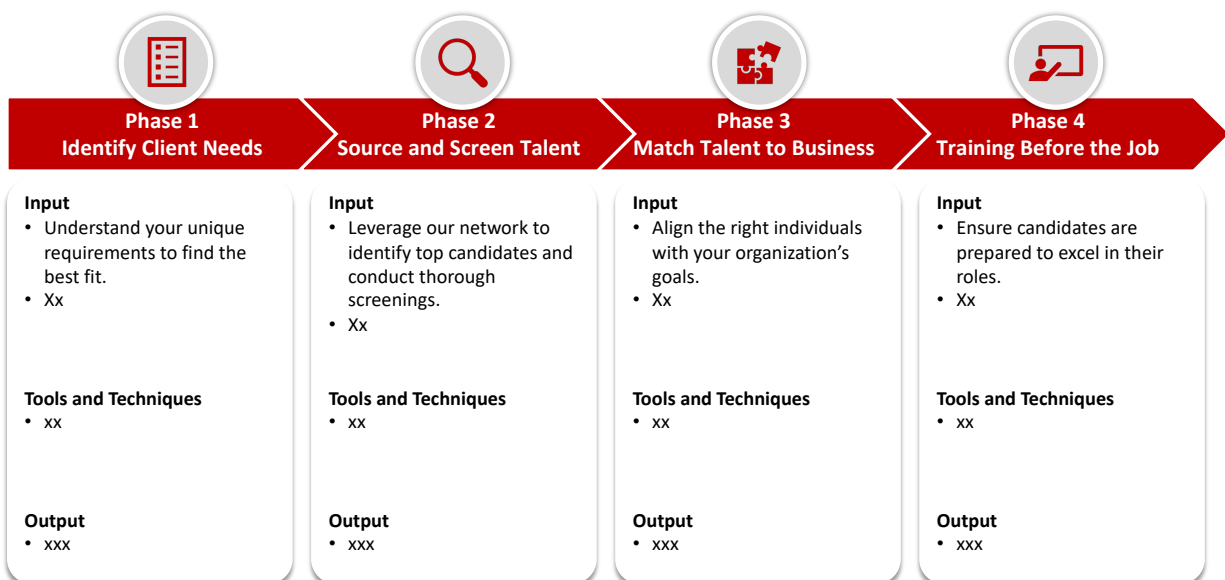
- **Match Talent to Business**

Our team aligns top talent with your business objectives. By understanding your company culture, team dynamics, and strategic goals, we ensure the right individuals are placed to drive success and productivity from day one.

- **Training Before the Job**

We prepare candidates with the necessary training and orientation to seamlessly integrate into their new roles. From industry-specific knowledge to company-specific processes, our pre-job training ensures they are ready to deliver excellence from the start.

Adecco Phases and Methods for Workforce Solutions



3.4. Our Major Clients

At Adecco, we take pride in our ability to drive growth for our clients through effective, customized recruitment strategies. Below is a list of some of our major clients, along with their previous and current year revenue figures. We have highlighted those clients who have experienced a significant increase in revenue as a result of our dedicated efforts.

	Our Major Clients	2023 Revenue	2024 Revenue	
	Mc Donalds	\$25.494 Billion	\$25.938 Billion	↑
	Canadian Tire	C\$16.650 Billion	C\$17.350 Billion	↑
	Porche	\$31.160 Billion	\$29.540 Billion	
 CIRQUE DU SOLEIL	Cirque du Soleil	\$1.000 Billion	\$1.500 Billion	↑
	Celestica	\$7.961 Billion	\$9.241 Billion	↑
	Sanmina	\$8.935 Billion	\$7.568 Billion	
	Service Corporation International	\$4.10 Billion	\$4.15 Billion	↑