

MSP Operating as a Global Provider

turning the ordinary into the **extraordinary**

pontoon solutions.com



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Pontoon is the largest and most diversified talent acquisition solutions provider in the industry, with unrivaled footprint and ability to effectively scale programs to a global platform.

Our solutions are built on global governance over regional delivery functions. This allows us to support geographic requirements and cultural preferences from regional and in-country offices under a unified governance structure, driving the consistency of process that multi-region solutions demand.

With a team that covers the globe, Pontoon provides extensive support relative to local languages, laws, cultures and time differences. For new geographies and countries where we have not yet implemented a solution, we have a proven methodology and capacity to expand in accordance with country specific delivery labor laws and change management needs.

Pontoon is currently conducting business with clients across 74 countries, and will continue to expand into other countries as our roadmap requires.

As an Adecco Group company with reporting lines directly into the Adecco Group CFO in Zurich, Switzerland, we are able to leverage Adecco's global footprint to broaden our services worldwide, without the need to create new legal entities for each country we service.


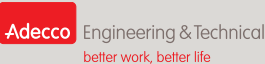









In-country Adecco brands typically conduct business with their own local legal entities. This approach can be attributed to the fact that the majority of non-Adecco brands were added to the Group through acquisitions and therefore came with existing legal entity structures. Global Adecco brands, such as Pontoon, do not operate with their own legal entities in each country. These brands leverage the existing legal entity footprint of the Adecco Group for contractual agreements, payrolling of colleagues and other back office activities.

Adecco Group is comprised of in-country brands and global brands.



Establishing legal entities for each of the countries we support would immediately lead to higher costs of service delivery for a global provider like Pontoon. Our ability to leverage existing in-country entities enables Pontoon to keep costs down and ultimately leads to lower costs for our clients.

Regardless of the legal entity under which Pontoon is operating in support of a specific country, the global governance and operations are still managed by Pontoon. The delivery of service and accountability for program management lies solely on Pontoon.

General Staffing	
Engineering and Technical Staffing	 
IT Consulting/Staffing	  
Finance Staffing	
Legal Staffing	
Healthcare and Scientific Staffing	 
Vendor Management Software, Managed Services Provider (MSP), Recruitment Process Outsourcing (RPO) and Payrolling/Pass-thru	  
Outplacement and Leadership Development	

The Adecco Group consists of industry leading staffing and solutions brands.

About Pontoon

Pontoon, with corporate headquarters in Jacksonville, Florida, United States, is the global leader in workforce solutions. Pontoon specializes in Contingent Workforce Solutions, Recruitment Process Outsourcing and Workforce Consulting. Operating with nearly 650 colleagues worldwide, Pontoon currently delivers talent management solutions in 74 countries for its 100-plus clients, a global client base that is broader and deeper than the industry has experienced to date. Pontoon is one of the largest worldwide MSPs, and has been named the #3 global enterprise provider of RPO services.

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