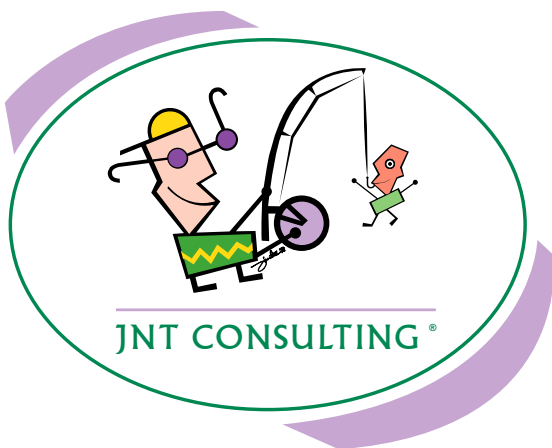




PROFESSIONAL SERVICES



Your Partner for Growth & Development
Your Professional Coach
Your Provider of Programs & Services

**A Message from the
President of
JNT Consulting**



Juntee Terrenal, MA, GMS

Developing high quality Programs for the management of human capital requires skills and capabilities that only experienced and seasoned professionals with unique values and strong customer drive can deliver.

Listening to your business needs and developing customized solutions that will integrate to your organizational values and culture is our philosophical approach as a consulting company.

As a global leader, JNT Consulting provides consulting services emphasizing productivity and efficiency. We have provided our expertise to many different firms, from start-ups to major public companies.

Our experienced team of professionals are committed to providing you the very best levels of service available and to provide a seamless one stop shop for all your Staffing-related needs.

We are Members of the following professional organizations and take an active role in their success.



Our Philosophy

JNT CONSULTING has the right expertise to help you manage your company's mobile workforce.

JNT CONSULTING IS:

Your Partner for Growth & Development

Your Professional Coach

Your Provider of Programs & Services

The role of Human Resource Management in the organization is evolving from a generalist approach to one where there are number of specialties. HR Business Partners, Program Managers, Staffing Partners and outsourced service providers all play a key role in helping to develop and manage a cost effective, high performance global organization.



From our experience, companies are at different points in this evolution and find they need help in creating and implementing specialized programs and services to stay competitive and responsive. With our expertise from many different industries, we are confident that we can add value to your business.

A Key approach that JNT Consulting takes with clients is being consultative in the assessment of needs, understanding the culture and components of the organization, integrating these to the programs that will be developed, then implemented in order to achieve the most significant results.

At JNT Consulting we provide mobile workforce management solutions as an added value to your company. These solutions facilitate stronger results through better organization, productivity and efficiency. Our Services are customized to your business needs.

We help you to achieve your business objectives by working in partnership to develop solutions that reflect your culture. Our goal is to ensure that through the effective use of new Programs, professional coaching and staffing you will be better equipped to lead organizational change, improve performance and manage costs.

Some of the Programs we offer are:

Employee Referral Program

Global Relocation Program and Policy

US Domestic Relocation Program and Policy

Global Corporate Immigration Program and Policy

Global Contingent Workforce Program and Policy

H-LCA Public File Program

Deemed Export Rule Program

Recruitment Strategy Program

Cross cultural management and development

Destination Services Data Research and Benchmarking



ReloNavigator SM



Our ReloNavigator SM service is designed to bring together all aspects of relocation as a single solution. It can be tailored to meet the needs of company policies while ensuring the employee and family enjoy a smooth transition to their destination.

With an extensive network of Partners, JNT Consulting manages the whole move, so you only need a single point of contact. With extensive global experience, our team knows how to make every move successful whether it's domestic or international.

ReloNavigator SM includes core services of;

Program Development and Management

Manage the logistics and implementation of the eligible services.

Liaison with third party providers and quality control

Visas and Immigration

Assessment of visa requirements

US Nonimmigrant Employment-based Visas

US Immigrant Employment-based Visas

International Work Permit

Temporary Living

Assessment of Needs, determining location and proximity to employment location, liaising with partners and management of the service

Household Goods Transportation

Liaise with partners regarding pre-move survey, packing and loading, shipping date, expected arrival, storage, customs clearance and management of service

Final Travel and Rental Car

Liaise with partners regarding flight schedules, rental car at destination, pre-departure temporary housing, en-route logistics planning and management of the service

Automobile Transport

Assessment of needs, logistics planning and implementation, schedule of shipment and arrival, delivery and management of the service

Pet Relocation

Assessment of needs, schedule a survey, pre-departure requirements, post arrival requirements at quarantine, customs documentation, delivery and management of service

Rental or Purchase Home Finding

Match the needed services whether for rental or purchase of a home, management of the progress of the service

US Credit Card

This service is for US in-bound only. Setup the requirements and management of the service

Automobile Purchase

This service is a US in-bound only. Setup the requirements and management of the service

Additional Services

Pre-departure Assistance

Immersion to Community (Pre-decision or Area Tour)

Settling-In Services

Spousal Assistance to assist spouses of Assignees to get adjusted to their new destination

Cross-Cultural Training

Global Relocation Support

Expense Management and Reporting

Tax Planning for Assignees

Repatriation Program Management

Specialist Solutions

Employment-based Visas

We provide a consultative approach to managing multiple processes, requirements, compliance to laws and liaising between agencies in relation to hiring your foreign workers under Specialty Occupation through sponsorship.

It covers the development and/or enhancement of existing programs, compliance to Immigration Laws, Employment Laws, and the Deemed Export License; management of cost, management of the uniqueness of each case, cross cultural sensitivity, evaluation of the processes, and measurement of success.

This includes the following for US employment:

Non-immigrant Employer Sponsored Visas:

B1 / B2

F1 / F2

H1B / H4

H3

J1 / J2

L1 / L2

TN / TD

O1 / O3

Immigrant Employer-Sponsored Programs PERM
Foreign Labor Certification

Immigrant Petition

Adjustment of Status

Consular Processing



Contingent Workforce Management

The Management of your Contingent Workforce is a business partnership between JNT Consulting and your organization. It covers compliance to employment laws, management of cost, coaching managers with the appropriate hiring practices, management of employee relations, performance assessment, termination and/or re-hiring practices and payroll service management.

Included are:

- Temporary Staff
- Independent Contractors
- Professional Consultants
- Vendors

Staffing Services

Our Staffing Services provide the fulfillment of your hiring needs. Our Staffing Specialists will identify, source, recruit, and hire the professional for your current job openings.

Examples are:

- Engineering (software and hardware)
- Quality Engineering
- Technical Training
- Technical Writing, Course Development
- Manufacturing Technicians, Engineers
- IT Professionals
- Administrative Positions
- Healthcare

Payroll Services

Payroll Services provide a cost efficient management of your temporary staff, contractors and consultants that you hire directly.

- Employment eligibility verification
- On-site employment orientation
- Assignment performance assessment
- Termination and /or re-hiring
- Evaluation of third party services

PermitSure SM

PermitSure SM is a compliance management program that ensures each foreign worker has a correct and up to date work permit and that your company meets all current USCIS regulations and employment laws.

It helps protect your company by implementing a continuous review program for work permit validity and provides follow-up services and a reporting system that you can use in conjunction with your outsourced business partners.



Some examples of when PermitSure SM will be needed are:

When you will buy the services of foreign workers through outsourced companies and they are working at your premises

When you will hire workers in manufacturing plants

When you will hire workers for hospitality businesses

When you will hire someone for specialty occupation jobs like an engineer or a teacher

When you will hire any trades people, designers or cleaners

Core Objectives

- To consult with you; guide and assist you and make your company become compliant in regards to State and Federal Regulations about Immigration and Employment Laws
- To educate and coach you about competency-based hiring practices to strengthen your contingent workforce management
- To implement policies and procedures to manage HR employment risks

Partnering with JNT Consulting enables your organization to be compliant.



Professional Development

Learning and Growth are closely linked.

The more an organization needs to grow, the more skills and knowledge are needed. This is a process of continuous development.

We provide learning solutions to help you grow the skills and knowledge needed for HR, Staffing, Relocation and Finance professionals.

Every organization is faced with managing an increasingly complex business. People are key to success and there are on-going risks associated with growth.

Centered around the core subject of the Risk Management of Human Capital, each Modular workshop is either a half day or full day depending on the topic and can be taken one at a time or as a package. We can also customize workshops specifically for your company.

Coaching

We help individuals acquire strategies to improve current practices in order to achieve significant productivity. Coaching is focused on individual performance and job effectiveness. We will tailor a program that meets current organizational and business needs.



Modular Approach, Rapid Results

Quickly gain knowledge in a cost effective way with modular learning.

- Hiring Competencies
- Corporate Immigration
- Global Relocation
- Tax Equalization
- Expense Management

Contact Information

Phone: +1 (650) 241-3207

email: info@jntconsulting.com

www.jntconsulting.com

