



WE'VE GOT A TALENT FOR BUSINESS.®

Understanding, Advising and Connecting Your Financial Organization

As a banker, having a strategic long-term partner who understands your needs and can advise you on solutions to help you adapt, grow and succeed is important. At The QTI Group, that is our mission. We take the time to listen to you and understand your HR and recruitment needs. Then, we advise you on best practices and connect you to the right HR solution for your financial organization.

Focus on core business with HR support: With increased regulation and requirements resulting from the Dodd-Frank Act, financial institutions will need to explore ways to reduce costs and streamline processes. Financial institutions cannot outsource compliance with the Act, but they can outsource human resources.

By outsourcing human resources functions and responsibilities such as—employee relations, compliance with employment regulations, payroll administration, COBRA administration for terminated employees or those on leave, and much more, administrators and managers of financial institutions will have more time and resources to focus on core business – commercial and personal banking, lending and financial advising.

Clarity in pay practices: Increased regulation leads to requirements for clarity in job descriptions, pay practices and incentive design. Now is the time to be proactive about whether you are paying your employees the “market rate”. QTI consultants know compensation “inside and out” and can guide your thinking and planning. They can also partner with you to design incentive plans that communicate key company objectives, align compensation with strategy and drive performance.

Engaged employees: Engaged employees are a competitive advantage - they make the right choices for customers and the business when no one is looking over their shoulder. They go the extra mile.

Your employees may be satisfied with their jobs, but are they engaged? When given the opportunity to make discretionary decisions, are they choosing what's in the best interests of your organization? Successful businesses measure engagement and act on the results. The QTI Group can help you do both through our employee engagement surveys and analyses.

Identifying key talent: Hiring the right financial executive, manager or skilled professional is not a transaction. In fact, it's a strategic opportunity to move your organization in the right direction.

The team of seasoned experts at The QTI Group is ready to be your partner. Our customized recruitment strategies follow a proven process with transparency. We assist organizations in finding, attracting, assessing, hiring and retaining top financial talent at the local and national

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level, while providing the highest degree of personalized, local service and attention. We invest time and care in learning about the unique culture of your organization, so we can engage as your trusted advisor.

Our staffing strategies provide you with flexibility connecting you with the right talent when you need it most. Allowing you to ramp-up or -down at any given time, QTI can provide you administrative, call center, teller or operations support on a temporary, contract-to-hire or direct hire basis.

To handle your staffing, recruiting and human resources needs, our first interview starts with you. We will assess your key criteria and connect you to the right QTI resources. As a full-service, human resources provider, we work to understand, advise and connect your financial organization, so you can adapt, grow and succeed.

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