


# “They said all staffing firms were the same. That got us thinking...”



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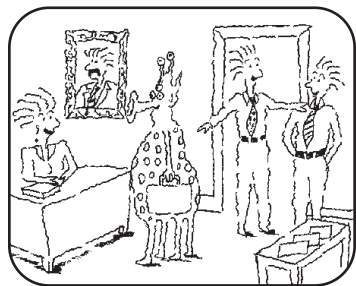
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Resulté blends talent and technology to ease client burdens.

## Pay-for-performance elevates job productivity, ROI.

Rex Kurzius, founder and president of Resulté Universal, a Dallas-based staffing and consulting firm, claims that his clients have always been his best instructors. Kurzius was competing for a \$5 million dollar project a few years ago against more than a dozen other staffing firms. At the conclusion of his presentation, he asked the prospect if they had any questions. “Yes,” said the prospect. “Why should I go with you? All staffing firms are exactly alike.”

That started Kurzius thinking. He admits he didn’t have an answer then, but he has one now. Since 1997, Resulté has evolved to become one of the fastest growing staffing and consulting firms in America, based on the strength of its own unique blend of talent and technology in a pay-for-performance context. Kurzius recently shared some insights he’s collected along the way:



“They obviously didn’t hire this consultant from Resulté!”

## Vitro Packaging wraps up Sarbanes-Oxley project with help from Resulté

Vitro Packaging, a Dallas-based subsidiary of Vitro, S.A., one of the leading glass producers in the world, engaged Resulté Universal to consult on its recent Sarbanes-Oxley compliance project. The assignment required specialized knowledge of the 2002 SOX legislation, as well as demonstrated capabilities in conducting company interviews, documenting operational processes and testing the results. Working with Resulté consultant, Terry Espinola, Vitro Packaging completed its compliance report “cradle-to-grave” in nine months at an estimated cost savings of 30%, according to Vitro VP of Finance, Kevin Jackson.

“Resulté’s ability to effectively and efficiently staff our Sarbanes-Oxley project ended up saving our company time and money in completing this complex assignment. The level of talent and project management skills their consultant brought to the table was without peer. We would definitely recommend Resulté and look forward to working with them in the future.”

– KEVIN JACKSON, VP Finance  
Vitro Packaging

**Q.** What problems can a staffing and consulting firm solve for busy clients?

**A.** It can be very expensive finding and keeping good employees. When business picks up or special projects arise, such as a new software launch or a company audit, sometimes the best solution is to hire a project team. At Resulté, we help clients assemble the talent they need to overcome temporary business hurdles, quickly and efficiently, through specialized staffing and consulting.

**Q.** What’s the difference between staffing and consulting?

**A.** Staffing usually implies a temporary-to-permanent assignment or contract placement scenario. Consulting typically involves high level specialists on a more vertically oriented project.

**Q.** How does Resulté go about addressing these needs?

**A.** We source talent, primarily in the IT and financial/accounting arenas. Our database has over 85,000 certified resources in it.

**Q.** What does having certified resources mean to your clients?

**A.** We use a patented, 100-step certification process to ensure our resources are qualified before the client ever calls. In many cases, the resource will have worked on projects for us in the past. What that means to a client is that they get a proven performer when they work with Resulté.

**Q.** So Resulté is different from a talent standpoint, but what about managing a project?

**A.** Resulté stands apart from the crowd even more. We’ve pioneered and patented automated solutions that provide a paperless, soup-to-nuts approach to contract labor management. Clients can review a resource’s qualifications online, manage time sheets electronically and monitor performance in real-time against pre-defined performance factors.

Basically, we provide a customized 24/7 portal for integrating all aspects of the process, from resource selection to detailed reporting.

**Q.** Does Resulté charge for automated support?

**A.** No. It costs less when you eliminate paperwork. Our technology makes us more efficient. It’s part of a combined service offering that allows our clients to flexibly locate



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talent, manage projects and track performance.

**Q.** Which brings us to pay-for-performance. How does that work?

**A.** We allow our clients to build specific performance thresholds into their contracts that establish incentive pay for exceptional work. Not all clients require this, but if you’re against a deadline or dealing with particularly complex assignments, such as network overhauls or detailed accounting projects, it can pay off dramatically.

**Q.** What about your claim of being one of the fastest growing firms in America? You didn’t make the *Book of Lists*.

**A.** We may never make the *Book of Lists*. Success there is weighed entirely by the number of W2s processed. We don’t trade in volume. We focus on quality. You’ll find Resulté on the Inc. 500 list of fastest growing privately held companies, the Deloitte Technology Fast 500, the

Staffing Industry Analysts’ Top 10 Fastest Growing U.S. Staffing Firms and the Dallas 100 Awards.

**Q.** Sounds like a pretty exciting place to work?

**A.** Resulté is a great place to work. We take our business seriously, we know how to have fun, we treat others as we would like to be treated ourselves. That makes for a pretty good environment. Didn’t you see all those smiling faces on the way in?

Over the past 12 months, Resulté Universal has successfully completed more than 450 client projects. With offices in Dallas and Houston, Resulté provides national staffing and consulting capabilities through a regional focus. For a free, no obligation demonstration of the Resulté online resource management portal, please call 972-448-7037 or register online at [www.resulte.com/demoreg](http://www.resulte.com/demoreg).

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