

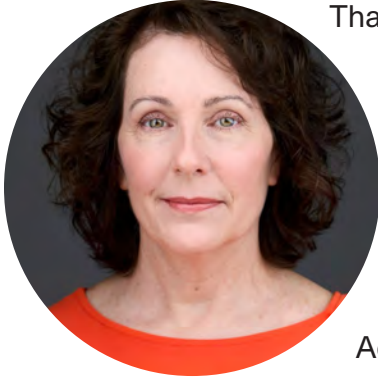


## Discover Why Recruiting Firms Join NPAworldwide

NPAworldwide is a member-owned split placement network that connects premier independent recruitment firms across all industries. Established in 1956, more than 550 firms work cooperatively across 6 continents.

[www.npaworldwide.com](http://www.npaworldwide.com)

## Welcome from the President



Thank you for your interest in NPAworldwide.

The members of NPAworldwide are strong independent recruitment firms located across 6 continents. Since NPAworldwide is a cooperative, each member firm is an owner of the network. The member-owners commit to a standard of excellence as well as a desire to grow their global reach by working cooperatively within our peer network. NPAworldwide members range in size from sole proprietors to large multi-location operations.

Acceptance into NPAworldwide is selective. Only those firms with a commitment to cooperative placements are extended membership applications. Our members work to deliver better results for clients, candidates, and their own businesses.

Members act as trusted business partners and peer coaches to one another to implement on best practices and improve business generation opportunities.

We hope to have you and your firm as a valued member-owner of NPAworldwide one day soon.

Kerry Crockett, MBA, CPC, CAE, CMP Fellow, DES  
President

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## What NPAworldwide Delivers

Member-owners of NPAworldwide are committed to the highest professional standards, abiding by our split placement network standards and agreeing to act in the best interests of their clients, candidates, the network and the recruitment profession.

### Trusted Peer Network

NPAworldwide members conduct themselves and their business activities with absolute integrity and must abide by the governing structure of the network.

### Client Marketing

NPAworldwide helps members market the benefits of their network affiliation to current and prospective clients.

### Leadership

NPAworldwide is led by a Board of Directors elected by and from the membership. Member leadership ensures the success of the network.

### Dispute Resolution

In the rare instance when a dispute arises among two members, there is a formal dispute resolution process in place. NPAworldwide provides members protection against nonpayment of fees from other members. This indemnification policy reduces the risk of trading within our network.



“Joining was by far the best decision I made in years! I wish I had known years ago. I have been able to diversify my business and work with some of the best recruitment professionals in the world.

— *Jim Lyons, CPC,*  
*President, New York,*  
*USA*

## Our Mission

### Why We Exist

*For nearly 70 years, NPWorldwide has been connecting independent recruiting firms to facilitate split placements.*

## Our Promise

### What We Deliver to Our Members

To achieve our mission, we have identified four areas that frame what we do to serve our members.

#### Excellence

The network exhibits professional networking, information sharing and recruiting resources from other independent firm owners that have been screened and identified as premier trading partners.

#### Return on Investment

Membership offers a cost-effective way to expand your recruiting firm without incurring additional overhead. On average, members see a 750% return on investment.

#### Community

Online forums offer members the ability to learn, share their own expertise and discover innovative ideas. Monthly conference calls, regional and global meetings encourage networking and relationship building.

#### Technology

Online sharing tools allow the efficient exchange of information that leads to an increased pool of candidates and positions within your recruiting specialty.

# Member Benefits

## Differentiate Your Business in the Marketplace

Showcase to prospective clients your commitment to the highest professional standards worldwide with membership in NPAworldwide. Be able to state these benefits to clients:

- Local and global knowledge with connection to a member-owner in both locations
- Single point of contact with boutique service
- Global reach from a network of peers

## Build Trading Partners for Business Success

Participate in forums for learning and thought leadership. Leverage the knowledge of other NPAworldwide owners to benchmark or develop best practices.

- Four professional conferences each year (North America, EMEA, Asia, and Australia / New Zealand)
- Owner-to-owner roundtables
- Specific practice groups & exchange forums. NPAworldwide is a generalist network with strong practice groups in:
  - Accounting / Finance
  - Agribusiness / Foods / Chemical Process
  - Cross-Industry Functions
  - Engineering / Operations / Manufacturing
  - Technology
  - Healthcare
  - *Developing Specialty Groups for:*
    - Cybersecurity • FinTech • Energy •
    - Legal • Bio/Device/Pharma • Contract Recruiting •
- Business resources library
- Lower your cost of doing business
  - Special member pricing on services such as software, background checking, outsourced research, candidate assessment, job boards and more





# NPAworldwide Membership Criteria & Process

## Membership Criteria

A prospective member must:

1. Be an independent firm not affiliated with any franchise or branding agreement.
2. Strong interest or history in making split placements and expanding business opportunities by becoming an active member in our worldwide cooperative.
3. Be ready to agree and abide by the NPAworldwide Bylaws and Operations Manual.

## Membership Application Process

1. Complete an application form. Submit the prequalification form found on our website or contact the Director of Membership to request an application. Information disclosed in the application is kept confidential.
2. Provide two references of split placement partners or clients.
3. NPAworldwide announces your application to the membership.
4. Approval or denial by the Board of Directors after review of application, references, and overall marketplace presence.

## Onboarding and Training

Approved firms will be required to take the NPAworldwide Ethics Quiz and complete training with our staff. Upon completion of both, firms will be given access to the network along with contacts to begin building relationships and an optional peer coach.

## Ready to apply?

Director of Membership

Sarah Freiburger

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Direct: +1 616-871-3327

[Click here to get started](#)

NPAworldwide

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**NPAworldwide**

Recruitment Network

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