

A cosmic background featuring a dark blue starry field with a prominent blue and purple nebula. A large, reddish-brown planet, likely Mars, is visible on the right side. Several smaller celestial bodies, including a crescent moon and other planets, are scattered across the scene.

**NASA/MARSHALL SPACE
FLIGHT CENTER**

JOINT COUNSELING SESSION

December 5, 2019

Background

COMPANY NAME:	PZI International Consulting, Inc.	ADDRESS:	1500 Perimeter Parkway Suite 320 Huntsville, AL 35806
OWNER:	Debbie McGee	CONTACT NAME:	Debbie McGee
EMAIL:	debbie.mcgee@pziconsulting.com	YEARS IN BUSINESS:	5.5
CAGE CODE:	7AWA0	DUNS NUMBER:	079682586
WEB SITE:	www.pziconsulting.com	NAICS CODES:	611430,541612, 541618 541214,541611, 561330, 561311

Business Size & Classifications

TOTAL EMPLOYEES:	15
AVERAGE SALES:	YTD 2019: 2,700,000

CLASSIFICATIONS (select from list below):	Yes/No
SMALL BUSINESS	YES
SMALL DISADVANTAGED BUSINESS	YES
NATIVE AMERICAN-OWNED	No
ALASKAN NATIVE CORPORATION	No
WOMEN OWNED	YES
ECONOMICALLY DISADVANTAGED WOMEN OWNED	YES
VETERAN-OWNED	NO
SERVICE DISABLED VETERAN OWNED	NO
HUBZONE CERTIFIED	NO
8(A) CERTIFIED	
8(A) EXPIRATION DATE (if applicable)	

Quality Systems

- International Coaching Federation
- ROI Institute
- Insights Licensed Practitioner
- Certified Public Accountant
- American Bar Association
- Celia Alliance, Law and Tax for International HR
- American Institute of CPA's
- North Alabama International Trade Association



Skills & Processes



PZI International, Inc.

- *The Global Leader in Human Capital Solutions™*



Debbie McGee, President and CEO

www.pziconsulting.com
256-513-7941

Skills & Processes (Cont.)

About PZI



Divisions

- ▶ People Development Solutions
- ▶ Global Relocation Management
- ▶ Global Staffing & Recruiting
- ▶ Global Payroll & Treasury Management
- ▶ Talent Globalization

Mission

- Listen to our clients
- Form strong partnerships to improve business performance in real time
- Maximize our clients' human capital performance
- Provide unique solutions for a successful business strategy

Core Values

- ▶ Integrity
- ▶ Honesty
- ▶ Commitment to Excellence



Skills & Processes (Cont.)



Global Relocation Services

Domestic & International



- Outsource the entire process to a dedicated team
- Remove the employee's burden of relocation
- Maximize the return on your human capital investment
- Access top service providers around the world



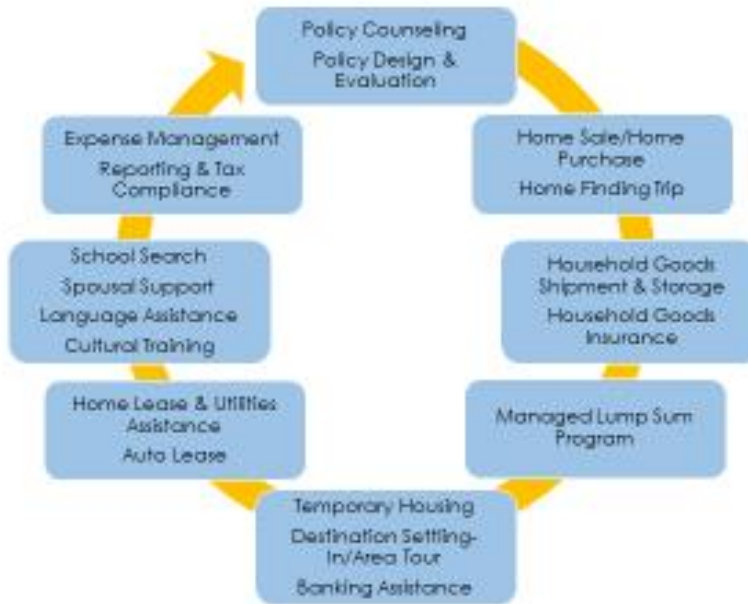


Skills & Processes (Cont.)



Global Relocation Services

Domestic & International





Skills & Processes (Cont.)



People Development



- Employee Engagement
- Team Cooperation
- Team Culture
- Productivity
- ROI



Executives

Management

Supervisor-Employee Relationships



PZI International recently awarded GSA schedule for Training and Human Resource Assistance



Skills & Processes (Cont.)



Our PD Business Solutions



High 5!
PROGRAM



ROI INSTITUTE®



Skills & Processes (Cont.)



High 5! Program



Supervisor-Employee Relationship Training

The High 5!® Program introduces a simple, yet impactful framework about strengths and communication preferences. It helps participants improve their personal, interpersonal, and team effectiveness; and emphasizes the importance of employee engagement and self-awareness.

Level 1: Workplace Communications

A three-day high-level core interpersonal skills awareness course, which sets the stage for successful interactions in the workplace. Increase self-awareness, personal goal planning, and focus on individual development plans.

Level 2: Executive Coaching

Development sessions designed for Executive leaders to learn more about themselves, the High 5! Model, and their Insights Discovery Profile.

Level 3: Supervisory Training

A two-day session for supervisors which explores their leadership role and helps them improve their day-to-day working relationships with employees (i.e., improving communication, coaching and leadership skills, and how to engage employees).

Level 4: Team Effectiveness/Workshop

A one to two-day session offered to intact teams (or teams with cross-functional responsibilities) with the goal of helping them improve their day-to-day working relationships, understand their team dynamics and performance.

Level 5: Specialized Classes

Address specific workforce needs utilizing the High 5! Program. Possible topics include: Stress Management, Conflict Resolution & Communication, Diversity & Inclusion, Innovation/Problem Solving, & Customer Relations/Influencing.





Skills & Processes (Cont.)



Global Payroll Solutions & Treasury Management



- Deliverable payroll in 151 countries
- Home and host country payroll and tax compliance
- In-country labor compliance
- Member of the Celia Alliance global network of professionals



CELIA ALLIANCE



Skills & Processes (Cont.)



GPS Deliverable Countries



Our GPS will put you on the map.

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Skills & Processes (Cont.)



Global Staffing & Recruiting Services



Recruit

- Job Description
- Post & Track Online
- Background & Reference Checks



Refine

- Phone Interview Top 10 Candidates
- Submit Top 5
- Compose Offer Letter



Retain

- Relocation Assistance
- On-boarding
- Long-term People Development



Skills & Processes (Cont.)



Talent Globalization Services





Skills & Processes (Cont.)



Our Talent Globalization
Business Solutions



Consulting



Assignment
Management



Immigration



Budgets, Tax
Returns &
Calculations



ROI





Skills & Processes (Cont.)



Employee Global Logistics (EGL)



Sample of PZI's Dashboard





Skills & Processes (Cont.)



Employee Global Logistics (EGL)



Sample of Database

Personal Demographics

View Dashboard & Create PO/Client Reports | New Assignee Process

Client

A	C
E	G
K	L
M	S

Status

Active

Active	33
Inactive	37
Active/Inactive	0
Total	70

Name, Last

Acosta	Adams
Anderson	Bernard
Bertrand	Campbell
Carbor	Davies

Host Country

Australia	Canada
China	Germany
India	Iraq
Japan	Kuwait

Employee Information

Client	Status	Position Title	Name, Last	Name, First	Home Country	Host Country	Home City	Host City	Start Date	End Date (Anticipated)	Duration	Tax Home Country Tax Treatment
G	Active	Engineer	Marinez	Charles	USA	Australia	Atlanta, GA Colorado	Melbourne	9/13/2010	12/15/2013	36	Tax Reconciliation
C	Active	Contractor	Davis	Richard	USA	Qatar	Spring, CO	Doha	4/29/2010	7/19/2013	90	Tax Equalized
E	Active	Accounting/Finance Muleless Solutions	Simon	Dennis	France	USA	Bayonal, France	Element, AL	4/1/2010	4/1/2020	366	No Tax Assistance
T	Active	Consultant/Trainer	Acosta	Melanie	Ecuador	Mexico	Gula	Mexico City	4/1/2010	4/1/2022	1096	Tax Equalized
L	Active	Equipment Installer	Roberts	Frank	USA	China	Denver, CO	Shanghai	3/1/2010	3/30/2020	373	Tax Reconciliation
V	Active	Contractor Sublet/Melter	Green	Jacob	USA	Iraq	Richmond, VA	Baghdad	2/17/2010	5/20/2013	92	Tax Equalized
V	Active	Specialist	Scott	Gery	USA	Iraq	Chicago, IL	Baghdad	1/12/2010	12/31/2013	353	Tax Equalized
E	Active	Planting/Engineer	Bernard	Nicolas	France	USA	Bayonal, France	Element, AL	12/1/2010	12/1/2013	365	Tax Equalized
E	Active	Industrial Engineer	Bertrand	Rene	France	USA	Wibet	Element	6/1/2010	6/1/2022	1481	Tax Reconciliation
C	Active	Engineering Specialist	Garcia	Joseph	USA	Qatar	Knoxville, TN	Doha	5/17/2010	8/15/2013	90	Tax Reconciliation
T	Active	Technical Consultant	Patel	Arjan	India	Mexico	Mumbai	Mexico City	5/1/2010	4/30/2013	384	Tax Protected

Customers



Clients



mazda

TOYOTA

GENERAL DYNAMICS
Information Technology



U.S. AIR FORCE



CryoLife
Life Restoring Technologies

Principle Point(s) of Contact

NAME	TITLE	PHONE	EMAIL
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