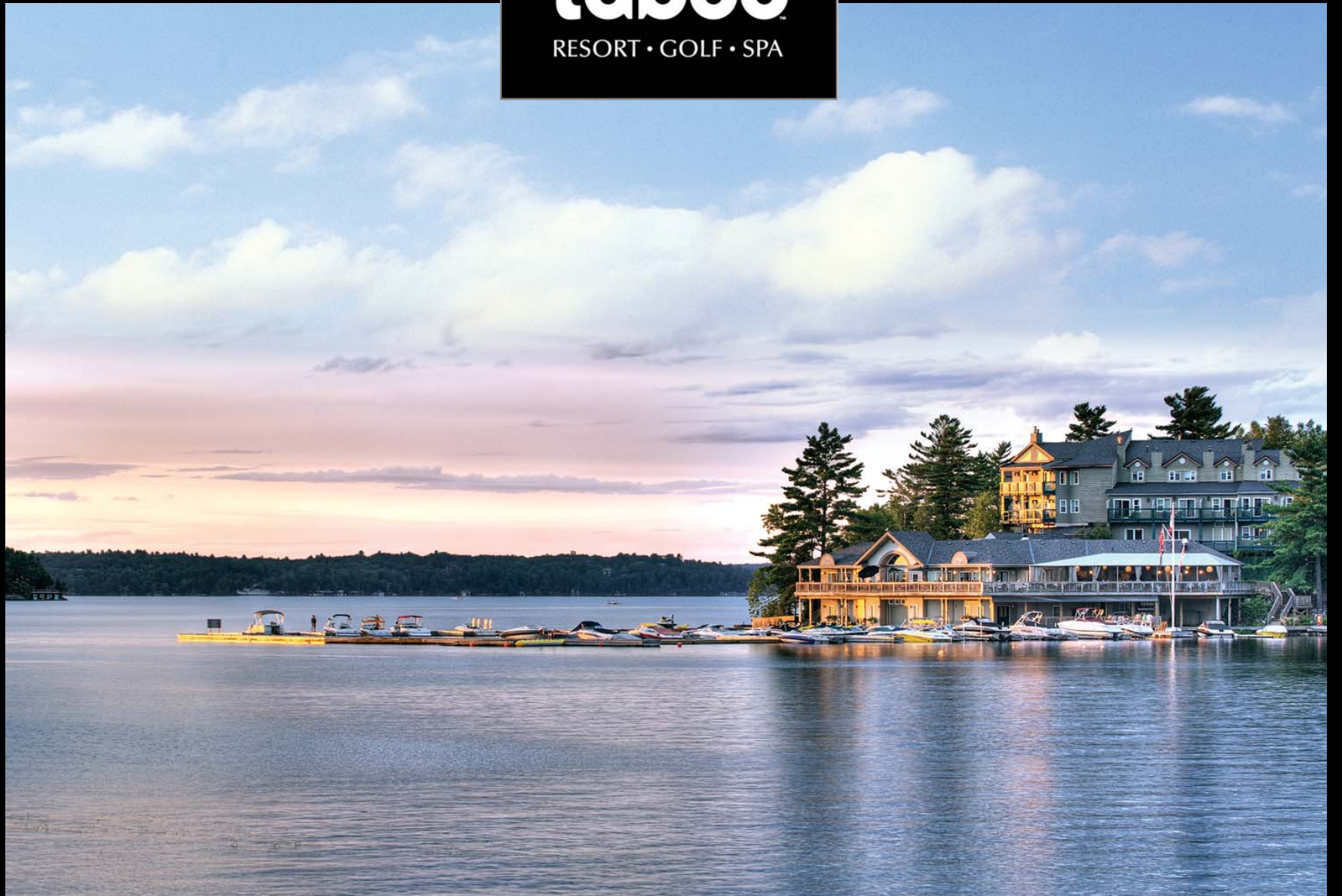


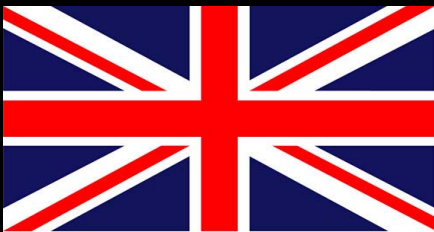
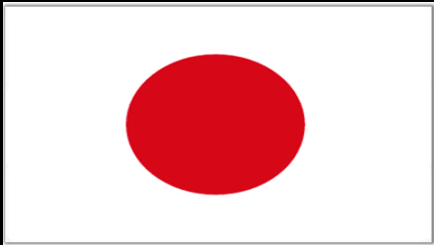
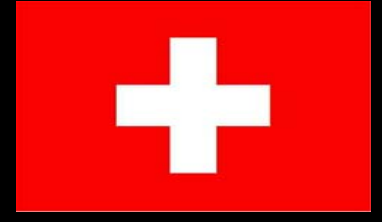
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Needs Assessment

- Business level projections
- Low-skilled – high-skilled employee base (returning & domestic)
- LMO submission where required (evaluate exemptions & impact)
- Competitive Recruiters



Barbados



St. Vincent

- Submit recruitment requirements to Ministry of Labour/Tourism November
- Recruitment visit December
- Submit candidate list to Ministry and re-qualify January
- Issue letters of offer and sign back January
- Ministry coordinates visa application through Trinidad February
- Confirm air travel March
- Provide Candidate confirmation package March
- Employee arrival March

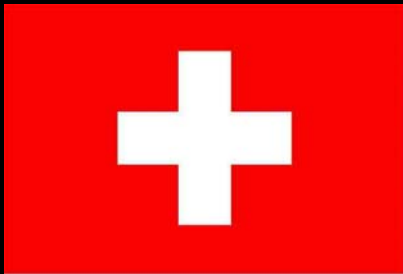
Integration

- Airport Transfer
- Housing Assignment
- Health Care
- Orientation
- SIN

Characteristics

- 68% retention
- Average age 32
- Triple net \$\$
- Unionized background
- Gen X
- Extremely guest friendly

European Recruitment



- Post advertisements – engage recruiter November
- Receive applicants Nov/Dec
- Short list - webcam interviews January
- Recruitment trip - London, Zurich January
- Issue letters of offer and sign back February
- Candidate applies for visa – London, Vienna, Paris February
- Provide Candidate confirmation package March
- Employee arrival - airport transfer April

Characteristics

- 24% retention
- Language barriers
- Conversion from Euro standards
- Unquestionable professionalism
- Desire for travel
- Strong referral network
- No travel/insurance subsidy = total commitment