



An abstract graphic in the top right corner featuring a large, irregular orange shape with a thick blue curved line passing through it. Below this, there is a smaller orange circle and another orange shape in the bottom right corner.

Smart Solutions

For human talent management

The Problem

Do you leave it to luck to find the right candidate?

The lack of competencies and job skills, high turnover rates, inefficient recruitment, selection, and hiring processes, generating a constant investment of time, reprocesses, money, and instability.



Human talent solutions.

What we offer:



PAYROLL AND
PERSONNEL
ADMINISTRATION



RECRUITMENT,
SELECTION, AND
HIRING.



BPO



OUTSOURCING
CLEANING
SERVICES



LEGAL
OUTSOURCING



OCCUPATIONAL
HEALTH AND
SAFETY
MANAGEMENT
SYSTEM.



TEMPORARY
STAFFING

01

PAYROLL AND PERSONNEL ADMINISTRATION



Development and management of the necessary payroll process, supported by specialized software by LOOGAN and state-of-the-art technology, with a team of highly knowledgeable personnel, offering an adequate calculation and settlement following the parameters of the law. Integral and reliable management of payroll requirements, allowing timeliness and immediacy in the process.

CHARACTERISTICS

Parameterization

- Employee creation
- News (Absences, Commissions, Bonuses, Allowances, and more.)
- Calculation (capture and massive upload)
- Revision (pre-payroll)
- Updates
- Settlement of Social Benefits
- Bank Plan and Treasury Reports
- Reports (Exogenous, Withholding, Voluntary Contributions, Loans, and Drawdowns)
- Social Security (all operators)
- Incapacity Recovery Accounting Interface (all programs)
- Unions, Collective Bargaining Agreement, Expatriates



Personnel management

- We have more than 32 years of experience serving customers in the sectors of hydrocarbon, private security, temporary staffing, among others.
- We accompany on request the processes of pre-socialization and socialization of the project.
- Coordination of the request for personnel to be hired together with the auditor of the project and the definition of the requirements.
- Recruitment of local providers of goods and services.

02

RECRUITMENT, SELECTION, AND HIRING.

RECRUITMENT

Our commitment is to acquire the ideal personnel guaranteeing our client's satisfaction in delivery times and quality. We have perfectly adapted tools and tests, which allow us to analyze personality, intelligence, and behavior.



Search for
candidates



Online
publication



Test
application



Referencing



Study of
Security

SELECTION

Our processes are supported by cloud tools, which allow us to analyze personality, intelligence, and behavior without the need to move the candidates, allowing better efficiency in the development of the selection process.



Polygraph



Personality
Analysis



Assesment



Market
Research

03

OUTSOURCING BPO

Outsourcing BPO

The contractual relationship of a civil, commercial nature between 2 parties, whereby goods or services are supplied by contracting a specialized third party to meet their requirements, which executes its activities with full administrative, operational and financial autonomy. Some examples...



Outsourcing

01

OUTSOURCING

OSHA ASSURANCE

- i. Elaboration, execution, and follow-up of the PDCA cycle.
- ii. Training and we fare program.
- iii. Investigation of work accidents.
- iv. Absenteeism report by cause.
- v. Follow-up of the professional program,
- vi. Control of entrance, periodic, and exit exams.
- vii. Follow-up of incapacities and relocations.
- viii. - Risk Matrix

02

OUTSOURCING

HR

- i. Increases your company's flexibility, reducing fixed costs, making them variable according to needs.
- ii. Access to expert professionals, reducing specific training costs.
- iii. Guarantee the satisfaction of employees/customers with a quick and agile solution to problems.
- iv. Service guarantee, ensuring the availability of resources.
- v. Enables the customer to increase competitiveness, flexibility, and agility in services.
- vi. Increase the availability and capacity of the HR department.

03

OUTSOURCING

SAFETY LOGISTICS

Security Logistics are a those processes companies carry out to ensure and guarantee their business continuity.

04

OUTSOURCING

LOGISTICS AND PROJECTS

We analyze, design and execute the logistic operations and projects that your organization needs (Cleaning, Hospitality, Construction, Ports and strategic operations).

We have the personnel, the experience and the specialty that your project needs.

04

Outsourcing cleaning services

Cleaning Services

We specialize in routine scheduled house cleaning and can perform all necessary cleaning tasks for your home.

We pride ourselves on our excellent performance and solid customer service. Give yourself a break from house cleaning chores and let us take care of you.





Characteristics

REGULAR HOUSE CLEANING

We offer regularly scheduled maintenance cleanings to keep your home beautiful all year long.

DEEP CLEANING / SPRING CLEANING

Need a deep cleaning? No problem. Our team also specializes in thorough, deep scrubbing and cleaning.

05

Legal Outsourcing

Legal

We have a multidisciplinary team of lawyers specializing in labor and social security matters, occupational health physicians, social managers, and social security technicians who support human talent administration and legal management in organizations.





Characteristics

- Contracting
- Outsourcing
- Salary administration
- Variable compensation
- Definition of shifts and working hours
- Social security compliance (risks, health, and pensions)
- Management of former personnel
- Disciplinary cases analysis and management
- Analysis and management of disciplinary matters.
- Internal regulations and codes of conduct
- Trainee management
- Personnel transfers
- Management of collective relations
- Day-to-day work



06

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM



Scope of our services:

Personnel induction: Personnel induction is performed before starting the activities for which they have been hired and includes at least:

- Organizational chart, delivery of the corresponding functions manual, induction to the position.
- Responsibilities and obligations.
- Safety and health at work.
- Biosafety protocols.
- Fundamental legal aspects and self-care.
- A copy of the contract and other legal documents is also given to the employee.
- Hired personnel report: the contracting area sends a monthly report of the personnel employed at a national level.
- Closing of contracts: Exit examinations, liquidations.

07

Temporary staffing

Temporary staffing

- The hiring of personnel is completed by signing the labor contract by both parties, employer and employee.
- The staff induction must take place on the first day of their contract.
- No employee shall start work without being previously affiliated to the social security System or without undergoing examinations for admission following the professional programs established by the host company.



Scope of our services:

Reception of the hiring approval must contain at least the start date of work, location, salary, and cost center.

Application of the vacancy: we apply for the vacancy to be filled through an authorized provider domiciled in the county or state where the vacancy or project is located.

Selection of the position: we carry out the selection process in compliance with the profiles defined by our user companies.

The Solution

AN INTELLIGENT SELECTION PROCESS

TALENT + TECHNOLOGY


We provide intelligent and predictive services and solutions for Recruitment, Selection, Hiring, Administration, and predictive services and solutions for Recruitment – Selection – Hiring – Administration, and Integral Management of Human Talent. Optimizing processes, reducing costs, reprocesses, and most importantly, suitable candidates with legal assurance prioritizing the sense of belonging and organizational commitment (culture).





How does it work?

Blockchain is integrated for storing, sharing, and feeding information. Machine Learning allows computers to learn from the tasks and data supplied to the system, allowing these to be executed without the need for human intervention. With the help of this technology in **LOOGAN**, we improve management considerably in human resources organizations, every day learning more about their workforce and their needs for recruitment, selection, hiring, retention, among others.





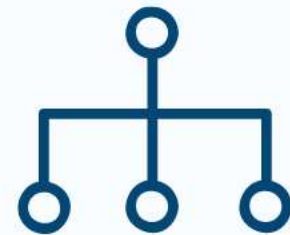
Legal
expertise



Blockchain



Smart Contracts



Artificial
Intelligence.

COVERAGE:

FLORIDA

TEXAS

LATAM

IMPROVEMENT OPPORTUNITIES:



-
- Customization
 - Automation of your operation
 - Smart Contracts
 - Availability and security of information
 - Scalability
 - 24/7 Access
 - Global Business Intelligence
 - Cost reductions

A top-down view of a business meeting around a wooden table. Several people's hands and arms are visible, some in business suits. There is a laptop, a clipboard with a pen, and various documents, including one labeled 'Contract' and another with 'INVOICE' visible. The scene conveys a professional agreement or negotiation.

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