



RecruitMilitary Professional Services - Delivering key leaders and skilled employees to companies around the globe competing in the “War for Talent”

Our professional services division provides full-service recruiting for those times when you don't have the time or ability to find key personnel. We partner with you and become an extension of your company as our certified search consultants conduct exhaustive searches that deliver the right person, not just resumes thrown against a wall.

We have a suite of services that work well for individual placements, as well as projects requiring large numbers of individuals. Our customer-centered approach enables us to tailor our services to your unique hiring needs. These services provide a level of commitment to the relationship that virtually ensures success in finding the right talent for your company.

Since 1998, we have provided talent to large Fortune 1000 companies such as General Electric, General Motors, Cargill, and Cintas. We have also added impact talent to lesser known companies such as Arrow Gear, Railserve, and Weeks Marine. Regardless of the size, we dig in to know your company and the people you need to drive your continued success. We commit our certified search staff to completing every assignment that we agree to take on.

Why RecruitMilitary retained search options for your personnel requirements?

- 1. Consultative approach** with a dedicated RecruitMilitary team that delivers the best available talent for your key openings.
- 2. A real partnership** between our companies that adds commitment to the search process: Without commitment, there would be no accountability. Without accountability, you would see no result or a less than desirable result.
- 3. A diverse, proven-under-fire candidate pool** that brings a laser focus to accomplishing the mission. In their world, not accomplishing the mission is not an option.
- 4. Like our candidates, we don't give up.** We will not walk away from any search we accept until the mission is accomplished.
- 5. Leaders of character** will be delivered who know how to think on their feet and adjust to the ever-changing landscape of your business.
- 6. Multiple methods of delivery** enable us to impact your organization at all levels, filling your company with leaders in every area from maintenance technician to president.

Professional Recruiting Product Suite

- ◆ Retained Executive Search
- ◆ Multi-Hire Search Project
- ◆ Dedicated Hiring Event
- ◆ Container

For details regarding RecruitMilitary Professional Services, please contact
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RecruitMilitary Professional Services

Retained Executive Search

- ◆ Generally utilized in search for individual positions with salaries greater than \$90,000
 - ◆ Excellent method for finding key individuals
 - ◆ Helps produce a partner relationship – our two companies committed to each other
 - ◆ Meticulous and detailed evaluation process
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Case Study

Our client, a publicly traded entertainment company, approached us with their desire to hire an impact leader to be the president of one of their business units. This business has great complexity and is highly regulated, and it has been rare to hire from outside the industry.

In exploratory discussions with our client, we felt strongly that a senior officer who had experience leading and managing the operations of a military installation would be a great prospect for this role. We began an exhaustive search through the senior military ranks, and in three weeks, we put together a panel of four candidates we felt could deliver the bottom line results our client needed.

This position provides terrific leadership challenges as it includes 325 acres of property and has over 40 different facilities. Annual revenue attributed to this operation is over \$80 million.

With our assistance throughout the evaluation process, interview phase and offer negotiations, our client made a decision to hire a transitioning Marine Corps officer who today remains the president of this significant business operation.

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Multi-Hire Search Project

- ◆ **Ideal when a constant and sustaining need exists for multiple candidates in one or more positions and often multiple locations**
 - ◆ **Allows for creation of a targeted talent pool always at the ready for you when your need arises**
 - ◆ **Our experienced consultants are with you through the complete hiring process with each prospect**
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Case Study - Skilled Positions

Our client, a privately held, 100+ year old manufacturer, had an ongoing requirement for skilled talent in their production operations. These positions included maintenance technicians, quality technicians, and machine operators. They needed candidates who could withstand the rigors of manufacturing, think on their feet, and make wise decisions as situations developed.

We felt confident that we could produce a consistent flow of talented transitioning and former military service members who would have the hands-on skills to be reliable, trustworthy, and dependable employees. The job specifications were developed, and we established internal processes that enabled us to create a system that has delivered over 30 employees into their ranks. These candidates have had an 85% retention rate in the hourly ranks.

Case Study - Sales Managers

A publicly traded, recently IPO'd client approached us to help them fill their sales-management ranks with leaders of character who are driven to accomplish the mission. They needed hands-on and highly disciplined leaders who would lead from the front and hire, train, mentor, and push their teams through to mission accomplishment in the face of adversity. The work environment is fast-paced, demanding, and ever-changing.

Particularly challenging with this assignment was the fact that they needed 17 of these key leadership roles filled in a relatively short period of time, and the openings were in 17 different cities across the country. In working through their needs in these cities, we collectively determined we would deliver 10 of these individuals in an 8-week window of time.

To accomplish this, we agreed on a unique fee structure that provided a commitment on both ends to get the project completed. In addition, we employ a Dedicated Interview Day technique to produce efficiencies in the hiring process. We deliver a slate of 6 to 10 candidates for the client to interview in one day, at one location. Our engagement manager handles all logistics for the interviews and leads the search and evaluation process internally.

Typically, multiple hires occur through each Dedicated Interview Day. Clients appreciate the ease and efficiency of these dedicated days for interviewing.

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Dedicated Hiring Event

- ◆ Best used when time is of the essence and a great number of the same positions are needed in a short time frame
 - ◆ Efficiently delivers screened candidates to the same geographical location
 - ◆ Location determined by the hiring firm's budget for travel to and from interviews and for relocation
 - ◆ RecruitMilitary can provide all planning and logistics for the event, and can submit approximately 2.5 pre-screened, qualified candidates for each open position
 - ◆ Can be combined with RecruitMilitary Career Fair attendance to maximize the hiring firm's return on time investment
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Case Study

A large defense manufacturer required more than 100 total hires for a recently awarded contract. The company had a short time frame to get those hires on board. The company needed to recruit people for 10 different positions that we believed were a good match for the skills of our talent pool.

Through discussion and evaluation with the manufacturer, we estimated the number of hours that would be required to complete the project. We contracted to deliver at least 25 hires from a group of 50+ evaluated candidates the client would interview during a 2-day hiring event at one of its manufacturing facilities.

To execute our contract, our designated recruiting team searches multiple sources and selects the best candidates from hundreds of search results. We present the selected candidates to the client at the event, and we provide a resume and written evaluation for each candidate. In addition, our delivery team prepares a schedule that moves the candidates efficiently through the interview process .

The client also moves efficiently through the interview process. The client assembles its the key leaders required in the candidate-evaluation process. As a result, the client can make hiring decisions on the spot.

We stay with the client after the event to provide offer and declination support for the client's communications to the candidates.

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Container

- ◆ Often ideal for the important mid-level position
 - ◆ Hybrid between contingency recruiting and full retained search
 - ◆ Involves investment that leads to commitment by both parties
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Case Study

A small manufacturer of cleaning equipment and industrial vacuums needed to find a sales person to service one of its most productive territories. The company sells many of its products to military maintenance operations, and it needed a person who knew his/her way around a military installation and would maintain access to key installations.

This company had never before retained a search firm. However, the company saw the benefit to the commitment that is made by both parties when entering into a retained agreement. Our Container arrangement enabled the company to ease into the retained environment by providing an up-front commitment, with the remainder of the investment payable when a start date was established with the candidate.

The commitment that our client showed up-front enabled us to execute in a way that yielded a short list of highly qualified candidates very rapidly. Not having a human resources department to lean on, our client did not have to think about how to find candidates, and did not have to think about wading through the hundreds of applicants it likely would have received if it had used traditional advertising. We did all of this work for our client, so the client could focus on having meaningful conversations with a select group of highly talented, highly qualified individuals.