



F&H Solutions Group Talent Management

Jerry Glass
Ken Dzierzawiec

Talent Management Services

- **Leadership Team:**
 - **Jerry Glass, President**
 - **Ken Dzierzawiec, Vice President**

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- **Services Offered:**
 - Executive and Management Search
 - Large Scale Recruiting Projects
 - Recruitment Outsourcing
 - Recruitment Process Consulting
 - Recruiting Systems Implementation

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- **Executive/Management Search:**
 - We work very closely with our clients to understand the following:
 - Requirements
 - Culture
 - Industry
 - Business
 - Identify and screen each candidate thoroughly to assure an all-around fit
 - Present a profile to the client on each candidate submitted
 - Handle all interview arrangements with client's designated travel department/service
 - Review all interviewed candidates with client and determine which is the best fit
 - Present and manage the offer process for the client.
 - Work with client's designated relocation company if required

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- **Executive Search and Recruiting**

- **Fee Structure:**

- We receive a portion of the anticipated fee at the start of the search with the balance due after our candidate has been hired
 - Pre-approved expenses are billed as incurred
 - Typical costs are 25 percent of first year compensation

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- **Large Scale Recruiting Projects:**

- When our client needs to hire a large number of candidates with similar skills
- These may be in multiple locations
- Our consultants will work with the client to craft a value-added solution
- Our communications practice will produce an advertising campaign, if needed
- Our consultants will also work with the client to develop the recruiting presentation for interview sessions
- The fee arrangement for this service can be either a standard monthly billing arrangement

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● Outsourced Recruiting Services:

- Clients look to F&H Solutions Group to save them money by outsourcing their recruiting operations to us
- We serve as a client's outsourced recruiting department in the following situations:
 - Asset reallocation
 - Start-ups
 - Mergers and acquisitions
 - Company relocations
 - Special projects
- F&H Solutions Group will analyze the clients recruiting processes and metrics to evaluate where outsourcing can save the client a significant amount of money
- This service is offered on a monthly retainer basis modeled on anticipated savings

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- **Recruitment Consulting:**

- Our consultants have considerable local, regional, national and international experience
- We analyze in detail, the client's recruiting processes, then consult with them to design and deliver a world class staffing process
- We work with our clients to review, document, and suggest new procedures to help them identify and hire the best candidates
- Our consultants are experienced in campus recruiting processes as well as possessing traditional expertise in developing recruiting processes and procedures both domestically and internationally
- We will facilitate workshops with clients to help them understand the gaps in their recruiting process

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● **Systems Implementations:**

- Our consultants will review your existing system and perform a gap analysis with consideration of your current system processes and your expectations of your system
- F&H Solutions Group consultants will also assist in the evaluation and recommendation of software that will exceed your expectations within your budgeting constraints
- Our consultants are experts in assisting clients in writing the functional and technical specifications for new systems implementation
- F&H Solutions Group provides project managers that have implemented systems domestically and internationally with a superior record completing projects on time and within budget