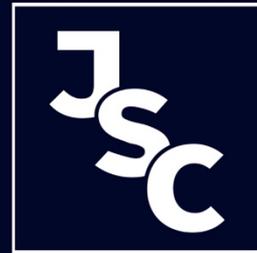


# Jackson Square Company



## Executive Search

CONNECTING OPPORTUNITIES WITH TODAY'S TOP TALENT.

## COMPANY OVERVIEW

Jackson Square Company is a global recruitment agency based in Raleigh, NC. Our company serves businesses and provides them with qualified top performers. We strive to ensure that the skills of each candidate closely align with the requirements of our client's needs for each employee placement.

Recruiting is our first language; we understand how important it is to have the right employee for the job. We handle matters in different industries from general labor positions and trade positions to C level and director position. We approach each vacancy differently and all candidates will be prescreened and fully vetted before interviewing with your company. Working with JSC can solve your hiring needs and improve the efficiency of your internal hiring process. Jackson Square Company's professional network is very large and we deal with different types of businesses around the world. Focusing on bringing jobs to US citizen and maintaining our excellence with every client.



President/ Owner – Adam Fineberg

Adam Fineberg has developed substantial expertise in cross-cultural communications and recruiting for global employment positions. He later relocated to Bulgaria to be the CEO of a new FOREX brand that went on to bring in monthly revenue exceeding €5 million. He then started his first HR company which was registered in the EU to find employees for the sales professional globally. After traveling around the world and conducting sales training and motivational speaking to thousands of people from many countries, Adam decided to return to US to start Jackson Square Company.

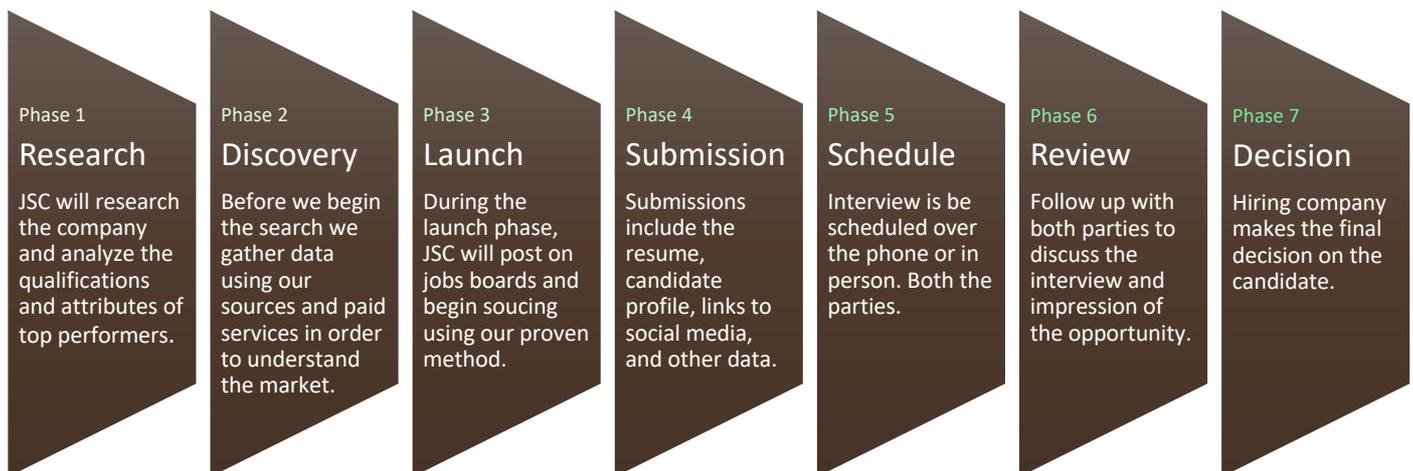
# EXECUTIVE SEARCH

This document provides details about our talent sourcing process. The process is very efficient for finding ideal candidates from Director level to VP, to C suite. as part of a process that is easy to maneuver and transparent for the hiring managers.

The following information will explain in detail specifically how Jackson Square Company will customize each employee search. Keep in mind if there are any parts that you don't see as productive address it with our team and we can exclude it. Within the first phase, we can add or omit any task during this process as we see fit.

When we are sourcing and we can collect the information from the top 10-20% of the search if we have found many suitable candidates. We want to find you the perfect hire!

## JSC Executive Search



We understand your business moves quickly and thus we do our best to expedite placements. Most importantly we strive to find the person most suitable for the job. On occasion, it may take up to 60 days to complete our search. If we have not successfully placed a candidate after the search we will refine the search criteria and restart the process. Since we are highly targeted we will only send 3 or 4 candidates at a time.

## PHASE 1 - RESEARCH

The primary objective during this phase of getting to know you is to get a picture and a feel for the company culture and a detailed description of the vacant position. As part of our due diligence process we seek candidate attributes traits that indicate high potential performers within the organizations of our clients. To accomplish this, we prefer to have an in-depth conversation with the hiring manager and also may request a brief conversation with an existing high performer in your organization, to better understand the desired candidate attributes. A quick 5-minute phone call with your highest performers will allow us to determine what they have in common and what it takes to succeed in the vacant position. The phone calls will also give us a better feel for the company culture.

Whether the vacancy is for an individual with strength in team dynamics, an independent contributor, or a leadership role, we can help. We take careful consideration about the day-to-day tasks of the position to find someone with successful experience in a similar role. Some people may succeed in one type of arrangement and may not be successful in another.

The hiring manager at your company will describe where they have posted the job online so we know to avoid posting on the same site. We will also be able to submit the information with different methods depending on what is most convenient and efficient for our clients. We will also discuss providing the candidates with an assessment to submit with their information to review before the interview. JSC can provide an assessment that can focus on personality traits and social psychology to ensure you are getting a positive energetic person to fill to position.

Our goal during this phase is to perform due diligence and gather all the data necessary to conduct our research. It is vital that we begin the search with the proper information to optimize the search and have the most accurate results.

## PHASE 2 - DISCOVERY

After learning a great deal about your company, we put the information to work. Using our filters and our online sources, JSC takes to the internet and starts to map out the market. We seek out the pool of talent in the same or similar position within the criteria using different sources. We can conduct global searches, nationwide searches, local searches or customized geographical area searches.

Our talent map will extract data from sites such as LinkedIn and Indeed and see how many people are within a geographic area that are qualified for the position. Note this is not a map of unemployed candidates this is just finding how many people are qualified and where they are located and we are happy to share this information during regular update calls.



## PHASE 3 - LAUNCH

The search begins. Our phase 3 begins with simultaneously posting on more than a dozen job sites including the following:



We have learned from our years of experience not to include job sites that are associated with a “quick apply” feature. Sites such as ZipRecruiter and CareerBuilder are not included since they generally do not attract the highly skilled employees that we are seeking.

For sourcing, we will use a multipronged engagement strategy where we utilize our resources to reach out to the highest and most qualified candidates. JSC will present an appealing summary of the position excluding any information that the client chooses to be confidential.

We conduct a natural language search, which scans for specific skills or key words. When conducting the search JSC will attempt to find employees that are already in the geographic area. We can also search for relocation priority, those people for relocation opportunities this will usually be secondary. When searching for someone to relocate it has become clear with our experience that people who have relocated for work in the past are more likely to relocate again in comparison to people who have not relocated for work in the past.

Each candidate that is considered for submission will have a candidate profile and be required to answer a series of questions during the pre-screening interview conducted by JSC. We will include notes about the pre-screening interview in the candidate profile.

## PHASE 4 - SUBMISSION

JSC will coordinate with the hiring company about candidate's information to be received as they choose. Our goal is not to send you interviews but it is to find a hire that will meet and exceed expectation. We want to find the perfect fit for your organization based on the past performance of the individual. We encourage our clients to be diligent when reviewing the candidates.

Jackson Square Company does not share personal information and we strictly abide by our privacy policy. Candidates will be informed and will approve each of the submissions prior to JSC confidentially contacting the employer. During this time, we will inform them about the company and send media such as a company introduction or a company information about career opportunities.

Candidate information will be send by email and all candidates will have a profile with a scorecard. The profile will include resume, candidate profile, social media links and any other useful information. Important traits and notes about the individual will also be highlighted with the submission along with a short assessment. For the search process, we will only submit to you the absolute strongest contenders and only individuals that are aware of the details about the vacant position.

## PHASE 5 - SCHEDULE

Scheduling will also be handled by our company, and we will arrange with the hiring manager to set up interviews. We suggest that candidates be interviewed at the location where the position will be located, although the interview can also be conducted on the phone.

The interviews are generally no longer than 1 hour and tend to be more of a conversation than an interrogation. Often hiring managers can ask questions non-stop, yet there should always be ample time left to answer candidate questions, which should be solicited by the interviewer.

If your company needs any assistance or guidance on the best ways to conduct an efficient interview JSC is here to help.



## PHASE 6 - REVIEW

Once we reach the review phase, the initial interviews have now been conducted and we are gathering the last bits of information prior to making our final recommendation in concert with the hiring manager. One strategy that has become popular over the last few years is social media review. Here at JSC we believe it is important to have a very good understanding of exactly who is going to be representing your company, especially if it is senior position. That is why Jackson Square Company takes the time to review each person's social media presence to locate any red flags or inappropriate behaviour.

## PHASE 7 - DECISION

Making your final selection is the most important part to the process. Our company is here to service our clients and we want you to make the best decision for your company. To do this, we can prepare a side by side comparison and ranking based on desired attributes. Analyzing the data we received from the search, we compare important factors such as targets achieved and percentage of new accounts that are new business.

JSC can also take the responsibility to contact the candidates after to inform them that they were not chosen for the position. We are actively searching and reaching out to candidates using the digital strategies mentioned.

# Jackson Square Company

As shown, our process is different than other recruiting firms on the market. Big recruiting agencies are very costly and most of the time you are paying the price tag of the agency and relying on a junior recruiter to source LinkedIn.

Here at Jackson Square Company we value our clients, dedicate the time needed and have the skills to find you the best talent. Our outstanding reputation is a reflection of our satisfied clients and candidates that have used our services.

## Wondering how to make the most of your hiring budget?

*Another great aspect is that there is no remuneration until we have found you the perfect employee that you are searching for.*

We make sure our clients are satisfied with our service with a 100% satisfaction guarantee. We guarantee every employee for up to do 45 days. So if the employee leaves the company, gets terminated from the position or cannot continue working for ANY reason we will replace that individual at no additional cost.



Make the right decision for your company. Call today!

Call us today at (919)771-7055 or email us at [support@jacksonsquarecompany.com](mailto:support@jacksonsquarecompany.com)