



**Fennimore Solutions** is an unparalleled, national executive staffing firm, providing exemplary candidates for various placement levels within virtually any organization. Looking to hire? We provide permanent placement services through our Retained Search and Direct Hire offerings. Need an experienced specialist for a fixed time period? We provide Contract Staffing that delivers the experience you need, when you need it. Engaged with many recruiters trying to find that "perfect" candidate? Let us manage the workflow and process associated with individual candidate presentations through our Recruiting Vendor Management, saving you time and money, allowing you to optimize and accelerate your hiring activities.

We're happy to be different. That's what sets us apart. With over 25 years of unique experience in staffing and human resources across a variety of industries, our sophisticated capabilities in executive search and assessment provides a level of dependability and confidence necessary for success in today's market. We understand that our clients share the challenges faced by US companies today: the demand for talent is rising; the supply of skilled personnel is limited; and there can be no compromise when hiring staff because qualified employees are the linchpin of every successful company.

John Coates founded Fennimore Solutions in 2006 after much success with The Fennimore Group ([www.fennimoregroup.com](http://www.fennimoregroup.com)), a company specializing in change management, optimizing global operations for manufacturers, retailers, and distributors. Its proprietary delivery methods have provided economic returns ranging from 3x to 15x among forward and reverse logistics, strategic sourcing, procurement, manufacturing, assembly, distribution, transportation and global trade compliance. This intricate knowledge of operating systems and delivery methods provides the cornerstone and value inside Fennimore Solutions.

We know what you want and have the ability to surpass any and all expectations.

Add employees to your team with one of our placement options:

- **Retained Search** – We source, assess, and select top talent for your hiring needs in return for fixed remuneration.
- **Direct Hire** – We present top talent for your current staffing obligations. Pre-determined fees are contingent upon hire.

Enhance your staff with contingent specialists:

- **Interim Experienced Staff** – Our network depth enables quick deployment of seasoned professionals, eager and capable of managing your business during periods of transition. Contracted for time-definite assignments as supplementary resources, they enable increased productivity under a variable cost structure.

Simplify managing your recruiters, allowing more time for interviews:

- **Recruiting Vendor Management** – Managing a group of recruiting vendors requires time and money. Let us do this for you, maintaining the benefits of working with a variety of recruiters, but with the convenience of managing just one – at no direct cost.

We'll field and engage recruiters according to your preferences, provide a contract negotiation framework enhancing decision speed, manage recruiter performance to contracted terms, assign and coordinate job requisitions, and administer contract payments within which our disclosed and nominal management fee originates.

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### Industry & Functional Expertise:

- Operations Management
- Global Supply Chain
- Global Logistics
- Purchasing / Procurement
- Manufacturing / Engineering
- Business Transformation & Implementation
- Distribution / Warehousing
- Third Party Logistics Outsourcing
- Global Trade Compliance
- Retail Optimized Item Flow to Demand
- Information Technology: Software/Hardware Integration
- Enterprise (SAP, Oracle), EDI, and Web Based Applications

### How We Are Distinctive:

- Success by design: Comprehensive processes from strategy to selection;
- Dedication and commitment: Fulfilling every job requisition received;
- Proprietary search and assessment techniques: Closer alignment of candidate profiles with position requisites, improving prospect-to-hire and time-to-hire ratios;
- Access to a broad network of subject matter specialists with expertise among Manufacturing, Retail, Distribution, Service, and Government industries, and specifically among Global Operations, Foreign Trade Obligations, Purchasing, Finance, Systems, Business Network Design, Optimized Business Processes, Manufacturing & Distribution Performance, Global Supply Chain, and the global end to end flow, movement, and distribution of products and material.

### Our World-Class Process and Delivery:

**Strategic Planning** – Specificity and clarity defining the assignment, supported by deep market trend analysis:

- Understand our client's goals, cultural values, and business drivers (people, processes, technology);
- Co-engineer employment branding and talent acquisition strategy;
- Market testing for trends, favorability, and forecasted changes that may affect processes deployed.

**Research** – Source candidates and obtain credentials utilizing unparalleled knowledge of emerging technologies and proven, most current methods:

- Research sources of required industry-specific knowledge for existing and emerging skills, understanding the potential for cross-over skills;
- Network with an extensive array of industry contacts to locate top talent;
- Apply geo/demographic and industry consolidation/acquisition trends.

**Candidate Assessment** – Screen each candidate extensively for assignment capability, suitability, and completeness of reported information:

- Proprietary and comprehensive interview processes and techniques follow a consistent pattern typically over a 1 to 4 hour period;
- Match candidate profiles, goals, and objectives against all job requisites from each perspective;
- Understanding and communicating flexibility latitude of employment terms and work assignment/environment options;
- Reference checks and verification of critical information required for success within the position;
- Background checks for criminal, driving, credit, and other records available upon request and as legally permissible.

**Presentation** – Candidate presentation made following successful match of assignment with capabilities, experience and background requirements:

- We present experienced, qualified candidates, requiring minimal need for company orientation and extensive on-boarding;
- We define "Success" as matching candidates and clients equally focused on common criteria and shared achievement.

**Timeframe & Follow-up** – Timely reports and continual communication support expectations and reduce confusion:

- Turnaround from assignment to presentation can be as little as 2-5 business days, with placement achieved within 10 business days;
- Weekly, biweekly, and monthly reports provide comprehensive status in talent acquisition assignments;
- Candidate presentations include customized reports with format consistent resumes and credentials, allowing ease of review and comparison.