Providing Talent and Intelligence to Help Companies Build Better Organizations



All the Recruitment Research and Talent Recruiting You Need to Get There

30 YEARS

SGA Talent

SGA Talent offers complementary, customized, cost-effective, and cutting-edge innovation solutions designed to recruit skilled talent and allow our clients to stay competitive.
Having an internal recruitment research powerhouse, access to our proprietary AI database, and recruiting experts trained in traditional recruitment research and modern recruiting tools, we have access to "passive candidates," the knowledge to quickly understand business initiatives and talent needs, create talent pools, and be a results-driven partner.



SGA Talent Overview

Extensive Experience

- Longest standing independent recruitment research firm in the country
- Each leader has 20+ years with the firm
- Huge Networks & Talent Community Relationships

Quality Services

- Customized solutions
- Fully engaged, never outsourced team
- Scalable, Agile & Flexible
- Results Driven & Cost-Effective

Client Focused

- Trusted partners for our clients
- Full transparency
- Customized Deliverables

The SGA Talent Difference

- Research First Focused
- Combines the traditional telephone research process with modern tools
- Innovation - our own proprietary AI database

SGA Talent Offering Complimentary Research & Recruiting Services

Recruiting

- Candidate Pipelining for current and future roles
- Full Life Cycle Recruiting
- On-Demand
- Diversity Recruiting
- Strategic/Opportunity Hiring



Competitive Intelligence

- Talent Intelligence
- Diversity Studies
- Salary Surveys
- Succession Planning

Recruitment Research

- Talent Pool Development
- Talent Mapping
- Organization Chart Development
- Candidate Profiling

Meet the Team



Sheila Greco

Founder
& Chief Executive Officer

An "honest and transparent partner," an industry expert and proven leader with 30+ years of recruiting experience, committed to performance, quality, and results. She leads the senior-level projects for many of the company's long-standing clients, with particular expertise in professional services, healthcare, consumer packaged goods, and manufacturing.

Highlights:

- Member of the National Association of Executive Females, Society for Human Resource Management (SHRM), Society of Competitive Intelligence Professionals (SCIP), and Women in Technology International.
- Speaker and contributor on issues of human resources, recruiting, and talent management.
- Volunteers to Hartwick students on topics like internships, interviewing, and LinkedIn profile creation.
- Board Member to Christian Brother's Academy, Albany New York.



Joseph Morse

President & Managing Director,
24 years with the firm

A leader and impact player striving to make every interaction a positive one. Focused on delivering quality results to clients and helping the team navigate through the ever-changing world executive search, while SGA Talent continues to build a strong reputation as a leading firm.

Highlights:

- Advocate for complete honesty, transparency, and open communication with his team, clients, and candidates.
- Recognized as one of the industry's best "generalists," with deep knowledge in nearly every industry.



Anthony Carbone

Partner Managing Director,
22 years with the firm

Top producing expert with motivated initiative, personal resourcefulness, and commitment to the core roots of recruitment research and recruiting, he joined SGA Talent for the open and collaborative culture, the broad national reach, and the extensive industry knowledge, which inspired him to continue to strive for excellence.

Highlights:

- Leads by example, with diligent technical abilities and a keen, heightened collection of personal and relationship skills.
- Address each opportunity from the varying angles of client, candidate, and position to find professional services talent that positively impacts financial success.
- Strongly values the importance and validity of others' perspectives, and holds the success and satisfaction of others as his paramount goal.



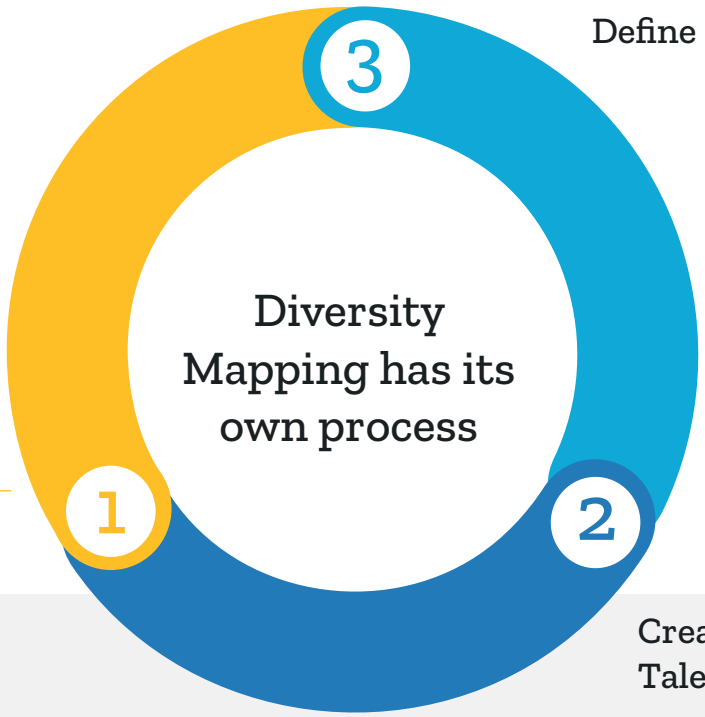
Industry Expertise

- Manufacturing
- High-Tech
- Hospitality
- Media & Entertainment
- Energy
- Education
- Advertising - Digital Advertising Agencies
- Industrial
- Chemicals
- Healthcare/Pharmaceutical/ Biotechnology
- Retail
- Financial Services - Insurance/Banking
- Professional Services/Consulting
- Technology
- Engineering
- Consumer Packaged Goods
- Construction

Approach to Diversity

We start by asking our client: How would you define diversity?

For some, diversity may vary from function to function. For others, it could be across the board. Once determined, we begin a complete methodical process that has proven accurate:



The result is a visual of the team and the players.



Organization Chart Example Showing Diverse Talent Shaded in Yellow

UnitedHealth Group Inc.
9900 Bren Road East
Minnetonka, MN 55343
(952) 936-1300

Brian Thompson
Chief Executive Officer,
United Healthcare
Medicare & Retirement

Brandon Cuevas
Chief Executive Officer,
West,
Medicare & Retirement

Bradley Hunt
Chief Marketing Officer,
Medicare & Retirement

Elena McFann
Regional Chief Executive Officer, Central
Medicare & Retirement

Kent Monical
Senior Vice President,
STARs, Quality &
Performance Improvement

Susan Morisato
President,
Insurance Solutions

Retiring October 2019

Mary Murley
Vice President,
Chief Actuary
Medicare & Retirement

Krista Nelson
Chief of Staff, Vice President,
Strategic Initiatives,
Medicare & Retirement

Dennis O'Brien
Regional Chief Executive Officer,
East Medicare & Retirement

Mark Phillips
Chief Distribution Officer,
Medicare & Retirement

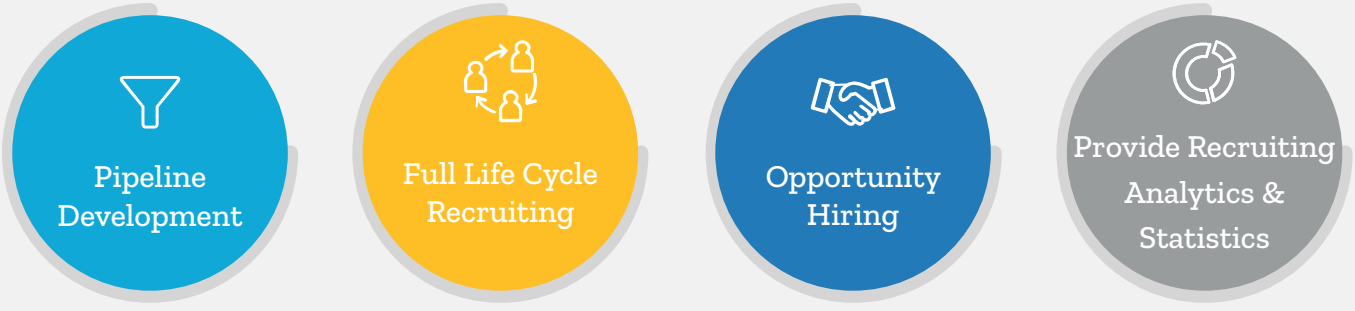
Janelle Strop
Vice President,
Human Capital
Medicare & Retirement

Excel Example of Research

Company	First Name	Last Name	Titles/Depts/ JobFunction	Address	City	State	Zip	HQ/Main Telephone	Direct Dial Telephone	Reports to	Email Address
Danaher Corp.	William "Bill"	King	Senior Vice President, Strategic Development	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx		xxxx.xxxx@ danaher.com
Danaher Corp.	Daniel	Raskas	Senior Vice President, Corporate Development	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx		xxxx.xxxx@ danaher.com
Danaher Corp.	Christopher	Korves	Vice President, Corporate Development	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx	Daniel Raskas	xxxx.xxxx@ danaher.com
Danaher Corp.	Jonathan	Kramer	Director, Mergers & Acquisitions Finance (Corporate Development)	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx	Daniel Raskas	xxxx.xxxx@ danaher.com
Danaher Corp.	Adam	Shen	Director, Head of Mergers & Acquisitions, Corporate Development, China	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx	Daniel Raskas	xxxx.xxxx@ danaher.com
Danaher Corp.	Jeff	Szekeres	Vice President, Corporate Development, Life Sciences & Diagnostics Segment	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx	Daniel Raskas	xxxx.xxxx@ danaher.com
Danaher Corp.	Phillip	Whitehead	Vice President, Corporate Development, Europe	2200 Pennsylvania Avenue, NW	Washington	DC	20037	(202) 555-xxxx	(202) 555-xxxx	Daniel Raskas	xxxx.xxxx@ danaher.com

Flexible Recruiting Options

SGA Talent understands that different recruiting situations and challenges require different solutions. We work to develop the right solution for your needs.
We aim to be an extension of your recruiting team, never to replace it.
You no longer need to lock into long-term contracts and huge monetary agreements.
Consider us your on-call recruiting resource, ready to step in with the timely and flexible recruiting solution you need.



Example of a Recruiting Call Sheet

Stage	Name	Company Name	Title	City/State	Work Phone	Cellphone	Notes
Submitted	Erik Dohler	Biogen	Senior Supply Chain Associate	Wolcott, CT	(203) 777-xxxx	(203) 921-xxxx	Passed Telephone Screen scheduling Face-to-Face
Submitted	Richard Irving	Zefer	Supply Chain Manager External Supply	Glenmoore, PA	(973) 822-xxxx	(973) 843-xxxx	Interviewed with management team waiting to hear back
Submitted	Lisa Turbull	Celgene	Supply Chain Manager	Thousand Oaks, CA	(815) 447-xxxx	(815) 405-xxxx	Extending Offer
Submitted	Stephen Olgy	Health Services	Clinical Supply Chain Analyst	Raleigh, NC	(812) 818-xxxx	(919) 777-xxxx	Did not pass Face-to-Face
Screening	Tom Brocaw	AbbVie Company	Senior clinical drug supply associate	San Francisco Bay	(382) 774-xxxx	(208) 355-xxxx	Screening – sent job specification
Screening	Paul Maranda	Genentech	Supply Chain Management	Rahway, NJ	(269) 778-xxxx	(269) 850-xxxx	Screening – sent job specification
Screening	Kim Brumley	Johnson & Johnson	Supply Chain Manager	Cary, NC	(508) 341-xxxx	(718) 842-xxxx	Screening – sent job specification
Screening	William Brey	Celex	Supply Chain Manager	Shenandoah, TX	(981) 863-xxxx	(231)936-xxxx	Screening - – sent job specification
Screening	Tom Crawford	Group W	Supply Chain Planner	Boston	(617) 923-xxxx	(857) 213-xxxx	Screening - – sent job specification
Screening	Don Gordon	Tesaro	Manager	Germantown, MD	(302) 234-xxxx	(302) 888-xxxx	Screening - – sent job specification
Not interested	Chris Lacy	Johnson & Johnson	Senior Clinical Supply Chain Manager	Los Angeles	(922) 389-xxxx	(912) 373-xxxx	Interviewed with SGA Talent – cannot relocate
Not interested	June Yam	Glaxo	Supply Chain Planner, Clinical Supply Chain	Framingham, MA	(352) 970-xxxx	(345) 876-xxxx	Connected with SGA Talent – Not a perfect fit

Example of Recruitment Research Metrics



The SGA Team was tasked with creating organization charts of our client's direct competitors to identify diverse candidates

$4,000.00
Total Spent

250
Total Size of Talent Pool

By the Numbers:

18
Asian-Americans

22
African Americans

30
Latinos

124
Caucasian

56
Females
(was all inclusive)



Customized Competitive Intelligence

SGA Talent's Competitive Intelligence team has grown into a vital partner to many clients requesting essential information to become a leader in their specific industry. We collect valuable data and "connect the dots" to achieve competitive advantages for clients.

> "Clients Come to SGA for Answers"

- Company Profiles/ Benchmarking
- Organizational Charts
- Analysis of Strengths & Weaknesses
- Sales Distribution Methods
- New Product Development
- Manufacturing Capabilities
- Salary Surveys
- Succession Planning

SGA Talent Recruiting Success Metrics

Recruiting can be measured easily.
For most of our clients, we track the following data:

1. Size of Talent Pool
2. Mix of Talent Pool
3. Number of Candidates Presented
4. Number connected with
5. Cost
6. Number candidates screened by recruiter
7. Number of candidates who made it face to face
8. Number who received Offers

> "When you hire SGA Talent to help with recruiting, you are hiring a team of experts, not just a recruiter."

We look forward to partnering with you.

It's Not About The Fees,
It's About the Partnership.
Let's have a conversation to discuss how we can help you achieve your hiring objectives and together create the right recruiting solution within your budget.



SGA Talent

30 YEARS

518 843-4611

www.sgatalent.com