



# SGA Talent

Providing Talent & Intelligence to Help Companies Build Better  
Organizations  
2018

# Who We Are

SGA Talent is approaching three decades of helping clients meet talent & business intelligence goals

We are a group of traditionally trained research professionals each having expertise in specific industries and/or functional areas.

The most junior research professional has 18 years with the firm.

All recruiters are experienced research professionals.

All Competitive Intelligence professionals have over 17 years with the firm

100% Woman Owned

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# SGA Talent's Services

We create customized solutions  
to meet your talent and business  
intelligence needs

Recruitment Research

Recruiting

Customized Competitive  
Intelligence

SGA ExecutiveTracker

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# Recruitment Research

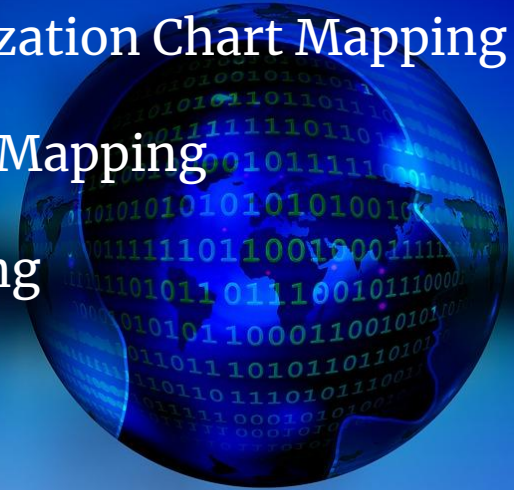
SGA Talent - The Leader in  
Recruitment Research Globally

SGA Talent has a strong track record of saving clients time and money by delivering strong, robust talent pools of potential candidates creating recruiting efficiency.

Organization Chart Mapping

Talent Mapping

Profiling





When our firm was founded in 1989, we became a key partner to both corporate recruiters and executive search firms. Today, just as in the beginning we continue to create robust talent pools that result in recruiting efficiency and informed hiring decisions.

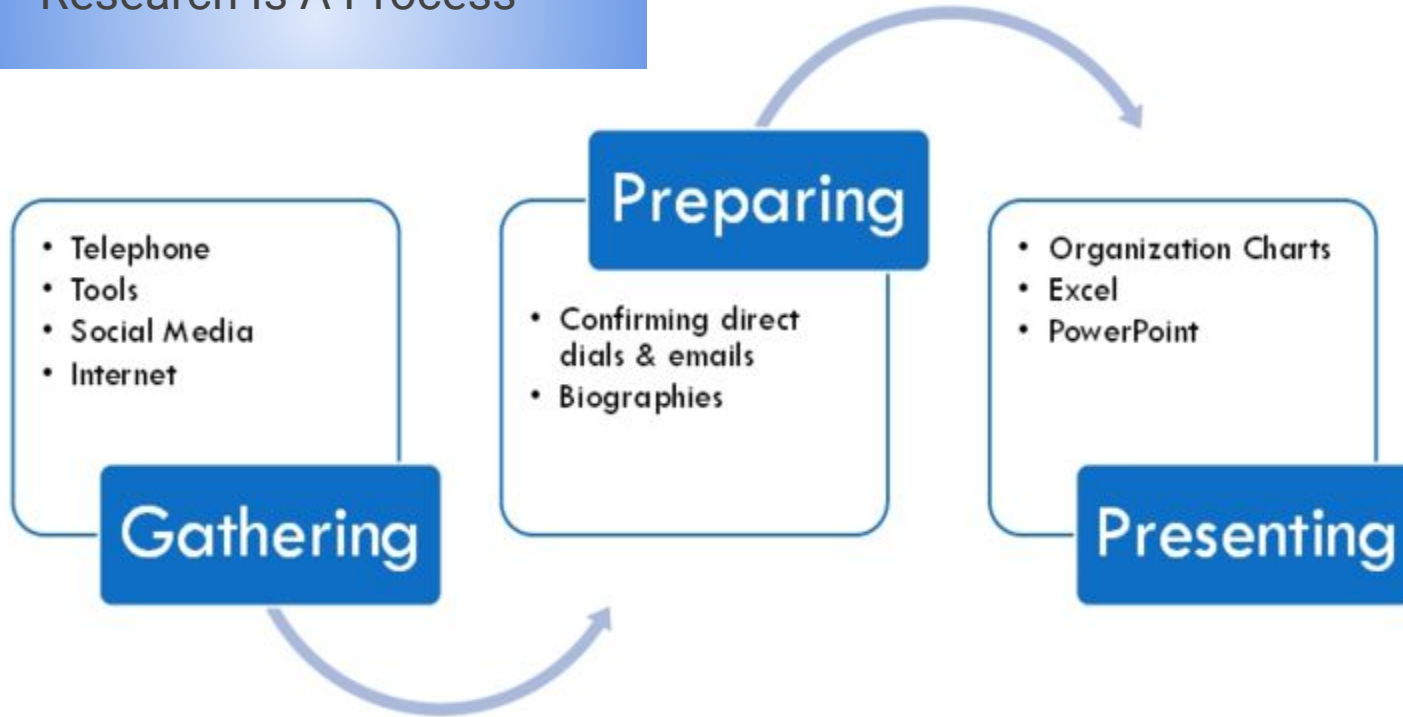
Our expertise in using the telephone, a traditional recruitment research tool, to map out talent from all industries remains the key to our success, and a key reason we are an invaluable resource to those searching for the best talent.

Today, many recruiters assume that all potential candidates can be found by simply using public sources. SGA Talent proves this could not be further from the truth. Our recruitment research continues to be the proven method and place to start when assessing bottom line recruiting costs and recruiting efficiency. Our methods prevent wasted hours poring over the inaccurate profiles of the 65% of the talent pool that everyone else is trying to engage.

SGA Talent's recruitment research team continues to help companies from the Fortune 500 to boutique search firms. Whatever your recruiting challenge may be, SGA Talent's recruitment research team is ready to create and craft the full talent pool specific to your needs.

# SGA Talent's Recruitment Research Proven Process

Research Is A Process



# Research Deliverables

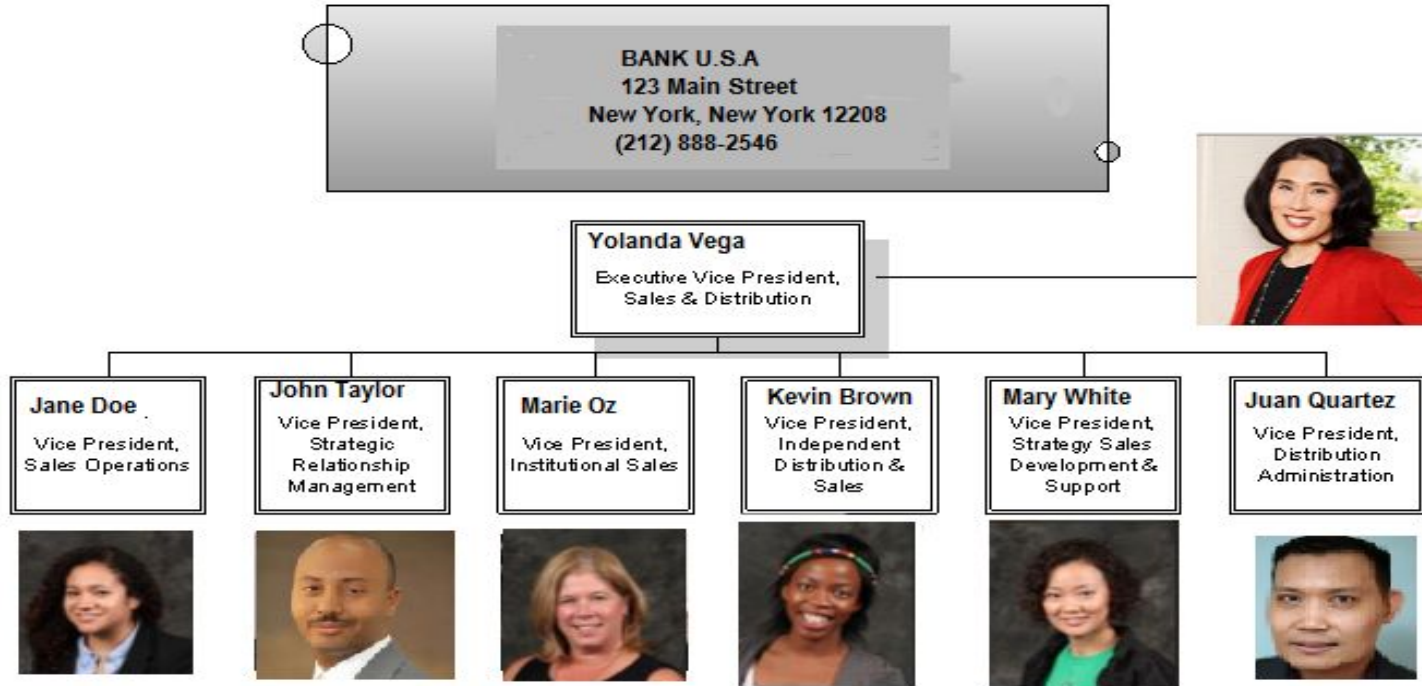
The recruitment research deliverable is customized to meet each client's need and request. Whether it is delivered in an Excel spreadsheet, organization chart format or a Word document, the information is the same. It includes the contact name, company, telephone number, email, profile (LinkedIn or public profile) as well as notes of interest.

# Recruitment Research Excel Example

| Company             | First Name | Last Name  | Titles/Depts/<br>JobFunction               | Address      | City   | State | Zip   | HQ/Main<br>Telephone | Direct Dial<br>Telephone | Reports to   | Email  | Profile                           |
|---------------------|------------|------------|--|--------------|--------|-------|-------|----------------------|--------------------------|--------------|--|-----------------------------------|
| Aramark @<br>Fenway | Daniel     | Regan, Jr. | General<br>Manager                         | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          |              | <a href="mailto:dregan@aramark.com">dregan@aramark.com</a>                       |                                   |
| Aramark @<br>Fenway | Rich       | Roper      | Regional Vice<br>President,<br>Concessions | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Daniel Regan | <a href="mailto:rroper@aramark.com">rroper@aramark.com</a>                       | <a href="#">Rich Roper</a>        |
| Aramark @<br>Fenway | Sean       | Kimsey     | Division<br>Manager,<br>Concessions        | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       | Ext. 4926                | Rich Roper   | <a href="mailto:sean@aramark.com">sean@aramark.com</a>                           | <a href="#">Sean Kimsey</a>       |
| Aramark @<br>Fenway | David      | Mazzarelli | Human<br>Resource<br>Manager               | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:mazzarelli-david@aramark.com">mazzarelli-david@aramark.com</a>   | <a href="#">David Mazzarelli</a>  |
| Aramark @<br>Fenway | Richard    | Armstrong  | Manager, Food<br>Services                  | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:armstrong-richard@aramark.com">armstrong-richard@aramark.com</a> | <a href="#">Richard Armstrong</a> |
| Aramark @<br>Fenway | Michael    | Melisi II  | Senior<br>Controller                       | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:melisi-michael@aramark.com">melisi-michael@aramark.com</a>       | <a href="#">Michael Melisi II</a> |
| Aramark @<br>Fenway | Walter     | MacDougall | Director,<br>Maintenance                   | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:macdougall-walter@aramark.com">macdougall-walter@aramark.com</a> | <a href="#">Walter MacDougall</a> |
| Aramark @<br>Fenway | Caitlin    | Kneafsey   | Director, Retail                           | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       | Ext. 4949                | Rich Roper   | <a href="mailto:kneafsey-caitlin@aramark.com">kneafsey-caitlin@aramark.com</a>   | <a href="#">Caitlin Kneafsey</a>  |
| Aramark @<br>Fenway | Ronald     | Abell      | Senior<br>Executive Chef                   | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:abell-ronald@aramark.com">abell-ronald@aramark.com</a>           |                                   |
| Aramark @<br>Fenway | William    | O'Brien    | Director, Food<br>& Beverage               | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:o'brien-william@aramark.com">o'brien-william@aramark.com</a>     | <a href="#">William O'Brien</a>   |
| Aramark @<br>Fenway | Byron      | Hayden     | Director,<br>Facilities                    | 4 Yawkey Way | Boston | MA    | 02215 | (617) 536-6683       |                          | Rich Roper   | <a href="mailto:hayden-byron@aramark.com">hayden-byron@aramark.com</a>           | <a href="#">Byron Hayden</a>      |



# Diversity Organization Chart Example



# SGA Talent - Offering Customized Recruiting Solutions to Meet Your Hiring Needs



Not every recruiting assignment is the same, we realize that and have solved the problem. SGA Talent is agile, flexible and can easily adapt to the needs of each client by providing a wide range of recruitment research and recruiting services all of which can be customized. By offering a continuum of recruiting services along with tailored solutions we are ready to help our clients meet their recruiting challenges.

## Flexible Recruiting Options



SGA Talent understands that different recruiting situations and challenges require different solutions, and we work to develop the solution you need. Our goal is to be an extension of your recruiting team and never to replace it.

There is no need to lock into long-term contracts, commitments, or huge monetary agreements. Consider us your on-call recruiting resource, ready to step in with the timely and flexible recruiting solution you need.

# Flexible Recruiting Solutions

On-Demand Recruiting

Hourly Recruiting

Recruitment Process Outsourcing

Flat Fees

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# Recruitment Process Outsourcing

In most cases our Recruiting Process Outsourcing provides specific services that are designed to improve what our client is already doing for recruiting or simply work with the internal recruiting team to do more. We do not replace any client's recruiting team. Below is a list of the services we provide.

- Recruitment Research
- Pipeline Development
- Full- Life Cycle Recruiting
- Reporting and Analytics

All of our services can be customized to meet each client's needs, budget and time frame.

# On-Demand Recruiting & Hourly Recruiting

SGA Talent's On-Demand recruiting solution is designed to be very flexible offering specific services for a defined period of time.

## On-Demand Recruiting Services

Sourcing

Candidate Pipelining

Full-Life Cycle Recruiting

### **Experienced, Flexible, Scalable**

**Experienced Team Of Recruiting Experts** - Backed by our in-house recruitment team our experienced recruiters are traditionally trained, armed with a powerful recruiting toolbox and ready to proactively recruit

**Flexible** - Our clients provide the details of the assignment(s) and time period of services to be conducted

### **Scalable**

Fill one role, multiple roles or just one mission critical role. With on-demand, clients can scale the service up or down to match their exact needs.

With On-Demand and Hourly Recruiting clients only pay for the hours worked.

# Choosing SGA Talent's Flat Fee Option

- Economical
- No Hidden Costs
- Same Recruiting Process & Results

The obvious benefit of paying a flat fee over paying a percentage of a hire's salary is the fact that flat fees are just cheaper.

Generally speaking flat fees are often used when companies are recruiting for multiple candidates with similar skill sets.



# Recruitment Research & Recruiting Industry Expertise

Retail

Financial Services - Insurance/Banking

Professional Services/Consulting

Technology

Engineering

Consumer Packaged Goods

Construction

Healthcare/Pharmaceutical/Biotechnology

Manufacturing

High-Tech

E-Commerce

Hospitality

Energy

Education

Advertising- Digital Advertising Agencies

Industrial

Chemicals



## SGA ExecutiveTracker Live - B2B Telephone Verified Contact Database

Allow SGA ExecutiveTracker Live to do your heavy lifting. This easy to use research tool continues to help identify potential candidates and sales leads for top sales professionals.

Search it, view the results, download the professionals of interest and connect. It is that simple!

Search by company, title, ticker, industry, function, phrase.....

**View your results**, choose them all or just a few.

**Download the contacts** you want. When you do, you will have access to professionals and data to include, profiles, emails, direct dials and live links to information that pertains to the contacts of interest.

**Connect** – SGA ExecutiveTracker was designed to help recruiters and sales professionals get easy access to professionals that will help them reach their goals quickly and cost effectively.

What are you waiting for? Your next recruit or sales lead awaits you! Call or email us today for a quick demo.

# Customized Competitive Intelligence

## Clients Come to SGA for Answers

SGA Talent's Competitive intelligence team has developed into a vital partner to many clients requesting the essential information needed to lead or to become a leader in their specific industry. Collecting valuable data is our goal, with an objective of "connecting the dots" to achieve competitive advantages for clients.

Our industry experts are knowledgeable in the following industries:

- Consumer Packaged Goods
- Financial Services/Insurance
- Pharmaceutical / Biotech / Healthcare
- Manufacturing
- Retail
- Energy

Our Customized Competitive Intelligence capabilities include, but are not limited to:

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

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Organizations

Contact us today:  
(518) 843-4611  
[www.sgatalent.com](http://www.sgatalent.com)

