

Dear Prospective Client,

The M Group is a “high touch” boutique search firm that focuses on finding and recruiting Accounting and Finance Professionals for our clients and their investors. TMG Recruiters possess years of operating experience working at the Controller and CFO level, and in most cases are CPA’s. Our expertise helps us to understand and balance the needs of the client company and it’s Executive Leadership, with that of Top Talent in the market.

This experience along with our Performance Based Hiring Process helps to significantly reduce the risk and the cost of hiring the Senior and Mid-Level Executives we specialize in. As we assist you in structuring a solid senior and mid-level management group we partner with some of the leading firms in Work Style Analysis as well as our own in-house PHR Associates to help build scalable teams that drive businesses to the next level.

As you review the attached service offerings you will note some distinct differences in the TMG model when compared to other search firms:

- Process Oriented Approach to Needs Assessment, Sourcing, and Recruiting (Performance Based Hiring<sup>SM</sup>)
- “A” List Candidates that can DO the job not just interview for it
- Boutique Firm Focus on Client Value Proposition
- Performance Based Fee Structure, Payment Terms, and Warranties

While our focus is on sourcing Senior and Mid-Level Management Candidates, we have responded to the need for more functional and junior level staffing requirements from our clients. I have included some information on those service offerings as well.

At your convenience please give us a call at 305.206.9713 or email us at [info@tmgrecruit.com](mailto:info@tmgrecruit.com) so we can discuss how The M Group could help you find, recruit and hire Senior Accounting and Finance Executives.

Sincerely,  
Juan A. Martinez, CPA  
The M Group

Performance-Based Hiring is a registered trademark of The Adler Group



# TheMGroup

recruiting reinvented...™



## Client Introduction Package

- Client Value Proposition
- Performance Based Hiring<sup>SM</sup> Process
- Service Offering - Managed Recruitment Services
- Sample - Performance Profile Document
- Fees (Cost of TMG Services v. Other Firms, an illustration)
- Warranties and Payment Terms
- Comparative Analysis of Service Features
- TMGOptions™ v. Temp to Perm Model
- Service Offering - TSROptions™ (Team Specialist Recruitment)
- Service Offering - SLROptions™ (Staff Level Recruitment)
- Case Study - Niche Manufacturer, DIY Space

## *A New Way to Work Together*

### **recruiting reinvented...™**

We looked at every aspect of the way search firm services were delivered to us as clients. Our team sat down and thought about fees, and how to justify them. We thought about warranties, and how to make them compelling and reassuring. We thought about the illusion of service and professionalism in a stack of resumes, delivered without a thorough understanding of the candidate or the client.

The M Group is our answer to the question:

*"How would WE do this?"*



*...we took a look  
at accounting and  
finance recruiting,  
and reinvented it...*



### **Executive Search Professionals who were CFO's and Controllers First...**

And in most cases our Recruiters are CPA's with many years of operational experience behind them. It's important to our clients that we understand the role a CFO, Controller or an FPA Manager plays in their organization. Our clients can rest assured that the short list of Professionals we present as our candidates were vetted by someone who has done the job before and who appreciates the value of getting it right the first time.

### **Process Oriented Approach to Needs Assessment, Sourcing, and Recruiting...**

We decided that rather than ask our clients "not to worry" and promise to "email some resumes right away" we would adopt a process that made us a partner with our clients. TMG's Search Professionals develop and execute a hiring plan that keeps our client informed of progress and in touch with the process. Our process helps us not only work fast but it also keeps us from missing the opportunity to hire "A" List talent.

### **Candidates that can DO the job not just interview for it...**

You'll never meet a candidate that was the result a mere "keyword" search. The candidates that The M Group presents to you will all have one thing in common. They can DO the job. Our Performance Based Hiring<sup>SM</sup> Process is designed to reduce not only the cost of a comprehensive recruiting strategy but also to mitigate the risk of a bad hire.

### **Performance Based Fee Structure, Warranties and Payment Terms...**

It didn't make sense to us to charge a client 20-30% of a candidates starting salary. This seems to incent our looking for candidates that could command the highest compensation package, instead of deliver on the requirements of the job. Our response was to adopt a pricing philosophy driven by the creation of value, and the delivery of a professional service, that our firm could stand behind. We warranty our work for at least 1 year and our payment terms our linked to a 90 day probationary period.

### **Analyzed References, Work Style Surveys, Background Checks...**

When we place a Candidate Package in front of you it is because we have done the work. The candidate aligns with the Performance Profile we developed, the responses that we received from their references have been analyzed, a work style study has been completed and background checks have revealed nothing troubling. Of course all of this is in addition to extensive technical and behavioral interviews conducted by our team.

### **Performance Based Hiring<sup>SM</sup> Process...**

Too often WE as clients were presented a candidate that had the appropriate titles and degrees, but lacked the specific background required to DO the job. The M Group uses a system called Performance Based Hiring<sup>SM</sup> (PBH). This system focuses our team on defining success in term of performance objectives, and then helps us anchor those objectives to a candidates career achievements and skill sets. PBH greatly reduces time to hire, expense, and the costly "bad hire" risk, in every search.

# The M Group

recruiting reinvented...™

TMG Recruiters are Certified in Performance-Based Hiring (PBH). PBH is a process that helps us as recruiters to really zero in on those aspects of the job that truly define the right candidate. As a system PBH focuses on defining success through performance objectives. During our Client Meeting we will work with you to develop the Performance Profile Document which will then guide us through some of the process of finding the best Accounting and Finance Professionals available.

**STEP 1 – CLIENT MEETING**

Performance Based Hiring<sup>SM</sup> - Performance Profile Document



S.M.A.R.T.e – Specific, Measurable, Action Oriented, Results-Defined, Time-Bound, Environment

Performance-Based Hiring is a registered service mark of The Adler Group

**Client Meeting** - We try to keep it short, effective and productive. Our goal is to develop a tool that we call the Performance Profile Document (PPD). Armed with this PPD we are able to quickly zero in on truly qualified candidates and avoid talking to candidates that have titles and degrees but no truly relevant experience to the job we have now very clearly outlined.

**Performance Profile Document** - This is our first DELIVERABLE. The PPD is a detailed summary and outline of the performance objectives that the successful candidate will need to complete in order to be considered successful in the job, the culture and the overall strategy of the organization. It differs from a job description that tends to describe broad job duties and credential requirements without the actual scope of the job being considered. For Example:

**Traditional Job Description** - Charged with Treasury functions for the entire enterprise.

**PPD** - Must manage cash needs of 6 related entities by taking a "hands on" approach to collections and payments . Cash position reports are expected to include 13 week forecast along with risk analysis, vendor and customer analysis and comments from Directors of Purchasing and Sales.

**Sourcing** - TMG Recruiters have ongoing networking disciplines that keep us in touch with the market, its drivers and the TOP TALENT available. We call this our "A" List of Accounting and Finance Pros. We find that often the best source of "A" talent is..."A" Talent.

**Employee Value Proposition** - Even in the worst economies the best talent is in demand and has options in the job market. With an EE Value Proposition we are able to market our job more effectively as a Career Move and not just another job. When we do use Job Boards we like to use our client's branding to accelerate their recognition as a Preferred Employer in the Market.

**Candidate Interviews** - Our interviews are comprehensive and since we share the task amongst our Search Team we are able to get much of this done very quickly while not sacrificing quality. Our HR Associate is tasked not only with the preliminary "behavioral" interviews but also with monitoring and maintaining Process Quality Control. Since we are also guided by the PPD we are able to move very quickly in identifying highly qualified candidates.

**Short List (Capacity and Desire)** - During our interviews and testing we are always on the lookout for the candidate that may have the capacity but not the will or desire to do the job. This person never gets to the next level because they don't want to. If we can help it...you'll never meet this person.

**STEP 2 - SOURCING**

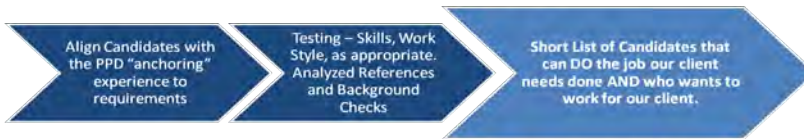
Performance Based Hiring<sup>SM</sup> - EE Value Proposition and Talent Pool



The best talent is rarely interested in *only* a bigger paycheck. They want a bigger job that stretches and challenges them. The EE Value Proposition will help make sure we are marketing a career opportunity and not just a job.

**STEP 3 – INTERVIEWS**

Performance Based Hiring<sup>SM</sup> - Short List (Capacity and Desire)



TMG Recruiters will "anchor" the PPD to the candidates experiences during our meetings and interviews. We then tie these back to our online and anonymous Reference Checks. Work Style and Skills testing are done as appropriate depending on our client's requirements. One element we always look for is the Candidate's DESIRE to do the job, not just the CAPACITY to do it.

**STEP 4 – PACKAGE PRESENTATIONS**

Performance Based Hiring<sup>SM</sup> - Finalist Interviews, Offer Letter



Our team is available to facilitate Panel Interviews or assist in one on one meetings with candidates. We leave this to the discretion of our clients. TMG offices are of course also available for client use. Your Team Coordinator would be happy to arrange for all day meetings that include refreshments and lunch.



In Managed Recruitment Services we take ownership of the recruitment process from developing the Performance Profile document to the offer letter.

Our process driven approach to recruiting, along with Recruiters Certified in Performance Based-Hiring™, will identify candidates that can DO the job you need done. Our goal is not to convince you to interview a candidate, but rather to identify, recruit, and hire an Accounting or Finance professional that can contribute and add value to your team and company.

A lead Recruiter, HR Associate, and a Team Coordinator will work with you and your hiring managers as a Team. While you concentrate on recruiting for customer facing, or operations driven positions we will execute a comprehensive plan to source, recruit and hire your next Accounting Superstar!

Accounting and Finance Recruiting Solutions that Bridge the gap between Service and Value...

MANAGED RECRUITMENT SERVICE - Service Details and Client Value Proposition

MANAGED RECRUITMENT SERVICES   Value Proposition
<p><b>Performance Profiles and Performance-Based Hiring™</b>                  TMG develops the Performance Profile that helps us understand what an employee must DO to be considered successful. This document will help guide our recruiting and interview strategy.</p>
<p><b>Skills Testing</b>                  Our Skills Assessment Partners will provide Skills Testing for software and basic functional knowledge.</p>
<p><b>Analyzed Reference Checks and Background Checks</b>                  We base our Reference Checks on the Performance Profile by asking the candidates references to anchor the objectives on the Profile to work done in the past.</p>
<p><b>Work Style Survey</b>                  In addition to Skills Testing TMG also administers tests that help us evaluate a candidates overall job fit, attitude towards work and pace. We compare results of these tests to preconfigured job profiles.</p>

**Pricing - Our fees will vary depending on the position we are recruiting for , the career level of the professional, and the Performance Profile. They are NOT based on salary, but typically average about 12% with some fees as low as 9% .**

Fees, Payment Terms, and Warranties...

- Fee are not based on a percentage of base salary
- TMG Fees are significantly less than other firms
- 50% of our fee is paid only after a 90 day probationary period
- Our warranty goes out 365 days from hire date



TMG PARTNERS with our clients to develop a Performance Profile and an Employee Value Proposition so that together we can present TOP Talent with a career opportunity and not just a job. A Recruiter, an HR Associate, and a Team Coordinator work with your team on every assignment.



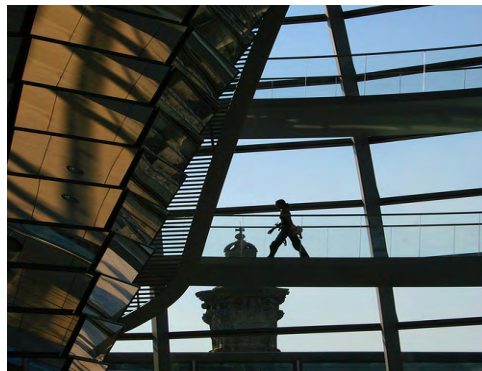
- Managed Recruitment Services
- TSROptions™
- SLROptions™

At The M Group we are trying to bridge the gap between service and value in Accounting and Finance recruiting. To do this, our approach emphasizes:

- TMG Recruiters' backgrounds as Acctg. Professionals
- Proven Performance-based Hiring techniques
- Value driven Pricing, Terms, and Warranties



We were Accounting and Finance professionals FIRST and now as TMG Recruiters we develop staffing solutions for our clients and bring that experience and perspective to bear on the challenge of finding, recruiting and hiring the right candidate.



**TheMGroup**  
recruiting reinvented...™

# Sample of Performance Profile Document

## Chief Financial Officer – Performance Profile

Prepared for M Group Client

Revised 2/12/2009 v3

SAMPLE PERFORMANCE PROFILE DOCUMENT

### Position Overview

The CFO at the M Group is tasked with the oversight of all aspects of the organizations administration. This includes direct supervision of directors of Finance, Accounting, HR and IT. Our CFO is also responsible for corporate governance as it pertains to Corporate Documents, Risk Mitigation, Regulatory Issues, Budget Preparation and Tax Compliance. The Best Senior Managers are able to partner with other Senior Management in executing and supporting company strategy; as well communicating that vision to a diverse audience that includes the Board of Directors, Investors, Lenders and our Employees. The CFO at M Group will have the leadership skills to drive the organization towards its goals, while possessing the technical know-how to add value as a coach and developer of talent. As a communicator the CFO is comfortable presenting at quarterly Board meetings and at daily production meetings. Care must be taken to not hire a current Controller-level professional that does not possess the leadership or communication skills to be effective in this corporate culture. At the other end of the spectrum the CFO position at M Group is highly technical and an executive that is not current on developments in IT or GAAP will also be severely handicapped as the company strives to become more sophisticated in its reporting and processes.

### Organization

The CFO will have to act as primary liaison between Sr. Management and the BOD. The CFO reports to the CEO with dotted lines to the BOD Chairperson. The CFO will have a director staff of 4 with indirect staff of over 30 spread over 6 locations. The company's GC reports to the CFO with dotted lines to the CEO and COO. Given the current IT environment as it pertains to accounting and finance reporting the CFO will be required to be more hands-on than is customary for this position. The CFO is a corporate officer and (Secretary and Treasurer) able to bind the company.

### Performance Objectives

1. Assess viability of new software solution and recommend actions to BOD
2. Complete first draft of Debt Syndication Book
3. Partner with Sales to Develop Customer Contract Review Process
4. Issue EOM Financial Statements by the 10<sup>th</sup> of the month
5. Plan Initial Due Diligence exercise for possible Strategic Acquisition
6. Improve Cash Collections from Customers by 10 days

## Performance Objectives - DETAIL

- 1. Assess viability of new software solution and recommend actions to BOD.** The new software solution is over budget and well past the initial live date. The CFO will have to meet with the software developers and gain an understanding of the challenges that still impede the rollout. Where those challenges intersect with internal process issues the CFO must leverage M Group personnel and determine if those processes can/should be reengineered. An analysis of the costs to complete and an updated project plan (budget, resources, timeline) to be delivered along with a recommendation on how to proceed is to be completed within 30 days of hire.
- 2. Complete first draft of Debt Syndication Book.** The company is moving towards re-financing \$40M of Senior Debt. The CFO will need to gather pertinent information from past BOD presentations, recent due diligence work, and other sources of financial data and metrics to support the expected lender commitments. The current state of financial systems make the mining of this data very cumbersome so the CFO must assess along with his Accounting and IT team what can be gathered and align it with the expected contents of the Syndication Presentation. The CFO will use his/her excel and PPT skills to build an overall plan as to content and format. The FIRST DRAFT should be delivered in PPT deck form to the CEO 60 days from hire date.
- 3. Partner with Sales to create a Customer Contract Review Process.** Current business processes do not allow for thorough or timely review of new or renewed customer contracts. The CFO will need to build a team of all vested parties (SALES, FINANCE, OPERATIONS and GC Office) to gain an understanding of the current challenges facing the instituting of the Review Process. A report submitted by the CFO 90 days from hire date to the COO will include a cost-benefit analysis as well as a proposed roll-out schedule and schedule of progress/status meetings during trial phase. The report should also include a draft of the SOP regarding the new process and any work instructions related to it. The report should be in Word or PPT format.
- 4. Issue EOM Financial Statements by the 10<sup>th</sup> of the month.** Financial Statements are currently being issued 20 days past EOM. The CFO will conduct an analysis of current EOM process with the goal of improving time to issue by 10 days. Working with Director of Operations and Accounting staff the CFO will look for opportunities to accelerate the EOM process without compromising the integrity of the Financial Statements. During his/her review of current processes the CFO can expect to be very hands on both at the company's HQ as well as at the various facilities throughout the system. The CFO will use his or her project planning skills (and MS Project) to manage and communicate progress to the CEO on this objective on a weekly basis. EOM Financial Statements are due by the 10<sup>th</sup> of the month 9 months from hire date.

### Performance Objectives – DETAIL, continued

- 5. Plan initial Due Diligence exercise for possible Strategic Acquisition.** The company has entered into a transaction (LOI Stage) whereby it will acquire substantially all of the assets of a major competitor. The CFO will partner with financial staff resources and GC to create initial checklist of requests for information from acquisition target. This request will help support the basic thesis behind the acquisition and should provide a guideline for the financial due diligence exercise. CFO will also work with M Group GC to create legal due diligence checklist. Once initial checklists are developed and reviewed CFO will present the Due Diligence plan that will include requests for staff and other resources from target and or M Group, a schedule and format for status meetings, as well as a timeline for completion including major hurdles and potential challenges to the process. The draft form of the plan along with the checklists should be submitted in Word, PPT or Project to the CEO and the BOD Chair. Plan will be completed in draft form 60 days after hire date with final version to be completed 30 days later.
- 6. Improve Collections of Cash from Customers by 10 days.** Work with Director of Finance and current Collections Specialists and create a review process that provides visibility of problem accounts to the CEO and VP of Sales with the goal of improving overall collections of customer accounts by 10 days. Analyze overall AR portfolio and provide report that reflects current state and projected cash flows from possible improvements to collections. This report will be completed 180 days from start date. Also, provide monthly reserve calculation and schedule meetings to discuss reserve and progress in collections and corresponding DSO metrics. DSO improvements will be completed 12 months from hire date.



## Fees

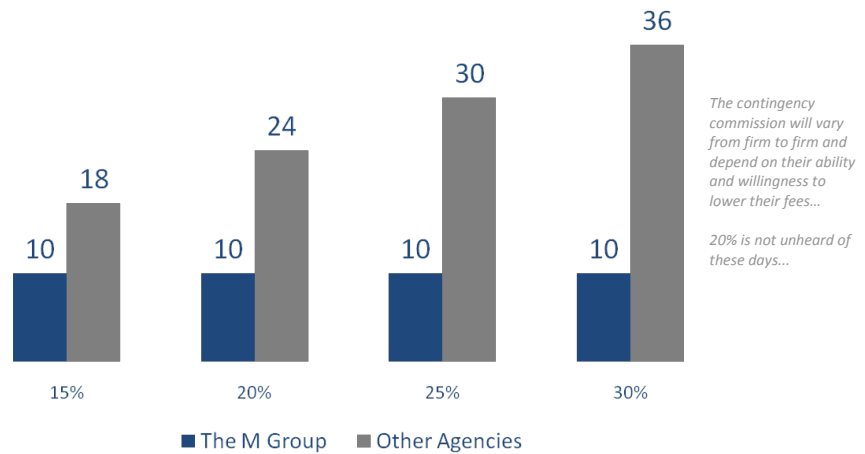
The M Group uses a fee structure that emphasizes our firm's commitment to the Client Value Proposition and our philosophy of Partnership with our clients.

### Cost of TMG Services vs. Other Firms (an illustration)

**CLIENT** - Our client is a division of a global leader in the Building Materials space. Their requirement called for a Director of Finance Planning and Analysis to fill a recently vacated and mission critical position.

**BUDGET** - Total Package including Director level benefits in the \$150's. Base Salary estimated at \$120K.

Fees for Director of FP&A in 000's of Dollars



### Analysis

After completing a Performance Profile Document TMG was able to agree to a fixed fee of \$10K where other firms committed to fees that ranged from a low of \$18K to a high of \$36K on a contingency basis. Our fees are not based on starting salary but in this illustration (which is representative) it works out to 8.3%.

### A New Way to Work Together...

As we work together to develop the Performance Profile for the position, we will also agree to a fee that makes sense given all the variables; and that provides value relative to the services to be rendered. TMG fees are never based on starting salary. We believe that incentive is backwards in a professional relationship that involves providing the best solution for our client.

Our fees will vary depending on the position we are recruiting for, the career level of the professional, and the Performance Profile.

CFO's  
 Controllers  
 Treasurers  
 Accounting Managers  
 Revenue Analyst  
 FP&A Managers  
 Director of Finance  
 Financial Reporting Manager  
 Tax Manager and Director  
 SALT Specialist  
 SEC Reporting Specialist

Private Equity Portfolio Companies  
 Start UP's  
 Growth Companies  
 F-500 and Divisions  
 Small Closely Held Companies

Manufacturing  
 Franchising  
 Building Materials  
 Telecom  
 Aviation  
 Technology  
 Hospitality

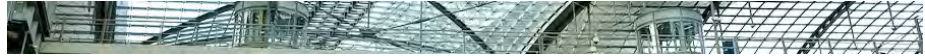


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## Warranties

Partnering with our client also means that we share in the risk as you evaluate your new employee. It is with this in mind that The M Group has crafted its Payment Terms and Warranties.

### How the 12 month warranty works...

During the first 12 months if the employee should leave or be terminated for cause, we will replace him or her TWICE. If we are unable to replace the employee we will refund 50% of our fee. Each replacement will carry a new 12 month warranty period. **Don't look for the fine print...there isn't any.**

While we reserve the right to understand the circumstances of a candidate being terminated or leaving, our goal is to satisfy our client.

If a candidate should leave or be terminated for cause within the first year of The M Group placing them, we replace them. If necessary we do this TWICE. After that we would refund 50% of our original fee.

## Payment Terms

### Advantage of TMG Payment Terms...

Assuming a search for a VP of Finance who will earn \$120K base. The M Group would have a representative fee of \$10K and competing firms would have a minimum fee of \$18K (15%, heavily discounted). The analysis below demonstrates the advantage in total expense compounded by the leverage of extended payments.

# of days from Service Agreement	Paid to The M Group	Paid to Other Firm
5	\$2500	
15 Assumed Hire Date	\$2500	\$18000
90	\$5000	

### A New Way to Work Together...

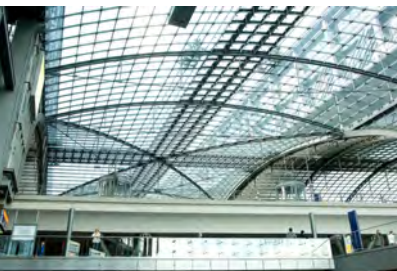
Partnering with our client also means that we share in the risk as you evaluate your new employee. It is with this in mind that The M Group has crafted its Payment Terms and Warranties.

After paying a small part of the overall fee at the outset of the project, the rest of our fee is paid in stages. It is only after the employee has been with your company for over 90 days that we collect the balance of our fee.

CFO's  
 Controllers  
 Treasurers  
 Accounting Managers  
 Revenue Analyst  
 FP&A Managers  
 Director of Finance  
 Financial Reporting Manager  
 Tax Manager and Director  
 SALT Specialist  
 SEC Reporting Specialist

Private Equity Portfolio Companies  
 Start UP's  
 Growth Companies  
 F-500 and Divisions  
 Small Closely Held Companies

Manufacturing  
 Franchising  
 Building Materials  
 Telecom  
 Aviation  
 Technology  
 Hospitality



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As we built the TMG Model we looked at how recruiting services were delivered to us as clients. Our team sat down, and thought about fees and how to justify them. We thought about Warranties, and how we can avoid having our clients invoke them. We thought about the illusion of service in a stack of resumes, and how a short list of well vetted candidates ready to DO the job delivers value.

So as we deconstructed recruiting as we saw it, we developed a process to yield the best candidate and a set of principles to guide our delivery of services. This table answers the question we get most often...Reinvented? How?

SERVICE /FEATURES	THE M GROUP	OTHER FIRMS	COMMENT
Fees	Not based on Starting Salary but averages approx. 11%	Based on Starting Salary and can be 20% to 30%	We are not less expensive, we are fair and focused on partnering with our clients
Candidate Warranty	365 days, two replacements or we return 50% of our fee	Typically 30-60 days from hire. Read the fine print	
Simultaneously present candidates to more than one client	No, it's in our Service Agreement.	???? Get it in writing.	All that talk about Integrity and Partnership...we're serious about that
Recruiting from our clients' employees	No, it's in our Service Agreement.	???? Get it in writing.	All that talk about Integrity and Partnership...we're serious about that
Branded Job Board Posting	Always and at no additional cost.	Rarely and never includes your name or your brand.	Accelerate your branding strategy and position your firm as a preferred employer
Performance-Based Hiring <sup>SM</sup>	When we present a candidate it is because we have thoroughly interviewed and aligned him/her with the (PPD) <sup>1</sup>	Just enough interviewing and prep to get you to agree to an interview	Our goal is to identify the right Candidate to DO the job not just someone you should interview
Skills Testing, Work Style Surveys, Background Checks, Analyzed Reference Checks	We partner with some of the leading companies in skills /work style assessment to help us deliver candidates that can DO the job	IF it's offered it is at an extra cost above and beyond the 20% to 30% fee	How else could we offer a 365 day warranty or partner with our Clients as a true Professional Services firm
Conduct every search as if everything depended on it	Absolutely. Like our Candidates most clients come to us through direct networking and referrals	?	We are vested in each search because it is the only way we are able to earn our fee and grow our practice
HR Associates and Team Coordinators	The HR Lead assigned to your search is tasked with reviewing testing, conducting the behavioral interviews and over all QC of each search	?	Along with the Lead Recruiter and Team Coordinator the HR Associate plays an integral part in our Performance-Based Hiring <sup>SM</sup> Process and delivering on our Client Value Proposition
Temp to PERM	Our answer to this is TSROptions <sup>SM</sup> (\$4,900) and SLROptions <sup>SM</sup> (\$6,900)	Sounds good but how often does this really work? Do the numbers and then give us a call	With our Options service products you can interview and hire as many candidates as you need from the ones we present at no additional cost per hire

1 - Performance Profile Document

# TMGOptions™ v. Temp to Perm...

TMG has developed a service offering that provides an alternative to our Managed Recruitment Services. **With TSROptions™ and SLROptions™ our clients can hire as many of the candidates we present for the same low fee .**

We interview the candidates to make sure requirements are met, and necessary skills are present. We also check references, test skills and work styles, and place an ad on a major job board. (OPTIONAL) We then present 5 candidates that match the Performance Profile along with meeting all other requirements.

## Comparison of TMGOptions™ and Temp to Perm (over 90 days)

**CLIENT** - Our client is a middle market leader in Home Electronics Engineering and Mfg. Their requirement calls for an A/R Specialist to work on collections and Customer Account Maintenance and reconciliation.

**BUDGET** - Base Salary estimated at \$45K. (\$21.63/hour)

**ASSUMPTIONS:**

- Single employee for 90 days, only salary paid (i.e. no benefits)
- 55% markup on temp to perm (i.e. hourly rate is billed at \$33.53/hour)
- There are 520 work hours in a 13 week (90 day) period
- Temp to Perm EE becomes permanent after 90 days

Cost Components	Cost with TMGOptions™	Cost with Temp to Perm
Cost of 520 hours	Paid directly to employee \$11,250	Paid to Staffing Firm \$17,438
Payroll Tax	\$861	0
TMG and Other Staffing Fees	\$4,900	Embedded in hourly fee paid weekly
<b>Totals</b>	<b>\$17,011</b>	<b>\$17,438</b>

### Typical Position Titles Sourced through TMGOptions™

- Accounts Payable Specialist
- Accounts Receivable Specialist
- Credit and Collections
- Accounting Support Staff
- Degreed Entry Level Positions
- Staff Accountants
- Financial Analysts
- Accounting Managers



## Analysis

At the 90 day mark the TMGOptions™ solution is less expensive by \$427. This is not at all a HUGE amount. However, TMGOptions™ was designed and intended for companies that needed multiple hires in a very short time span. When the incremental cost of additional temporary employees is considered our approach becomes vastly superior from a cost and risk perspective. Our core principles of candidate evaluation and qualifying are always adhered to; so our clients never meet someone that cant DO the job.

## A New Way to Work Together...

If your company is ramping up due to a recent expansion, or has just completed an acquisition, or is moving it's operations to another location, the TMGOptions™ Suite of Solutions will be very cost effective and efficient away to staff appropriately and quickly with a team of professionals that can DO the job on day one. Some might say that being able to do that is a bargain at any price...



**Warranties and Payment Terms for TSROptions™ and SLROptions™ differ from our Managed Recruitment Services. Please call us for details.**

We have developed a recruiting solution around the vital role played by accounting department Team Specialists. (i.e. A/R, A/P, Admin.) In Team Specialist Recruitment (TSR) we deliver a well vetted set of qualified candidates. From these, our clients can hire as many candidates as needed at no additional fee per hire.

In TSROptions™ we take a similar approach to sourcing, recruiting and hiring TOP Candidates. As in our Managed Recruitment Service TMG aligns candidates with the Performance Profile. From there we go on to interview and test the candidates to make sure requirements are met, and necessary skills are present. We also check references, place an ad on a major job board\* and leverage our technology partners to seamlessly schedule interviews and help you manage the process all the way through to offer letters.

Our philosophy of only presenting you with candidates that can do the job, remains a core principle of TSR.

**You hire as many Team Specialists as you need. Our typical fee for this service is \$4900.**

## TSROptions™ - Service Details and TSR Value Points

### TSR | Value Points

**Performance Profiles and Performance-Based Hiring™**  
TMG develops the Performance Profile that helps us understand what an employee must DO to be considered successful. This document will help guide our recruiting and interview strategy.

**Skills Testing**  
Our Skills Assessment Partners will provide Skills Testing for software and basic functional knowledge.

**Analyzed Reference Checks**  
We base our Reference Checks on the Performance Profile by asking the candidates references to anchor the objectives on the Profile to work done in the past.

**Work Style Survey**  
In addition to Skills Testing TMG also administers tests that help us evaluate a candidates overall job fit, attitude towards work and pace. We compare results of these tests to preconfigured job profiles.

### Fees, Payment Terms, and Warranties...

- Fees for TSROptions™ are typically \$4,900
- TMG Invoices immediately upon taking assignment
- Payment for TSR is due within 5 days of invoice date
- If none of the FIVE candidates presented is deemed hireable then TMG will provide another TWO candidates to client

Whether your firm is a START-UP or just RAMPING...You focus on managing your company, and leave the staffing of your Accounting Dept. to TMG. **Your Total Cost - \$4,900**



\* this is an optional feature of TSR.  
Note - Please ask your consultant about TSR Warranties and Payment Terms



At The M Group we are trying to bridge the gap between service and value in Accounting and Finance recruiting. To do this, our approach emphasizes:

- TMG Recruiters' backgrounds as Acctg. Professionals
- Proven Performance-based Hiring techniques
- Value driven Pricing, Terms, and Warranties



We were Accounting and Finance professionals FIRST and now as TMG Recruiters we develop staffing solutions for our clients and bring that experience and perspective to bear on the challenge of finding, recruiting and hiring the right candidate.

We have developed a recruiting solution around the Staff Level Accounting and Finance Professional. (i.e. Staff Acct., Financial Analyst, Acct. Manager, etc.) In Staff Level Recruitment (SLR) we deliver a well vetted set of qualified candidates. From these, our clients can hire as many candidates as needed at no additional fee per hire.

As in our Managed Recruitment Service TMG aligns candidates with the Performance Profile. From there we go on to interview and test the candidates to make sure requirements are met, and necessary skills are present. We also check references, place an ad on a major job board\* and leverage our technology partners to seamlessly schedule interviews and help you manage the process all the way through to offer letters.

Our philosophy of only presenting you with candidates that can do the job, remains a core principle of SLR.

**You hire as many Staff Professionals as needed. Our typical fee for this service is \$6900.**

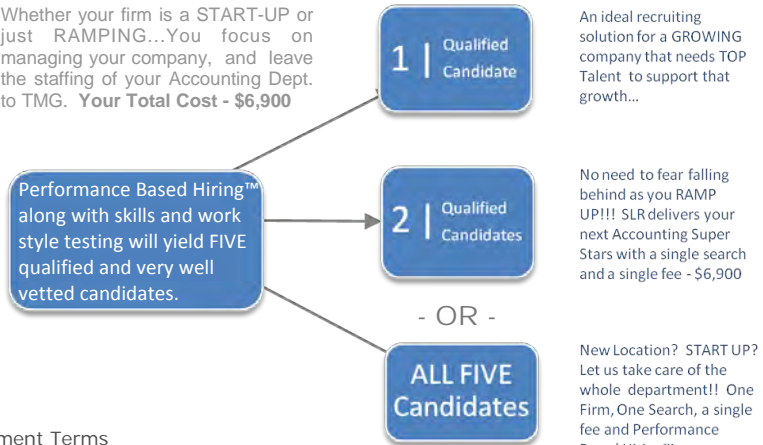
**SLROptions™ - Service Details and SLR Value Points**

SLR   Value Points
<p><b>Performance Profiles and Performance-Based Hiring™</b> TMG develops the Performance Profile that helps us understand what an employee must DO to be considered successful. This document will help guide our recruiting and interview strategy.</p>
<p><b>Skills Testing</b> Our Skills Assessment Partners will provide Skills Testing for software and basic functional knowledge.</p>
<p><b>Analyzed Reference Checks</b> We base our Reference Checks on the Performance Profile by asking the candidates references to anchor the objectives on the Profile to work done in the past.</p>
<p><b>Work Style Survey</b> In addition to Skills Testing TMG also administers tests that help us evaluate a candidates overall job fit, attitude towards work and pace. We compare results of these tests to preconfigured job profiles.</p>

**Fees, Payment Terms, and Warranties...**

- Fees for SLROptions™ are typically \$6,900
- TMG Invoices immediately upon taking assignment
- Payment for SLR is due within 5 days of invoice date
- If none of the FIVE candidates presented is deemed hireable then TMG will provide another TWO candidates to client

Whether your firm is a START-UP or just RAMPING...You focus on managing your company, and leave the staffing of your Accounting Dept. to TMG. **Your Total Cost - \$6,900**



\* this is an optional feature of SLR.  
Note - Please ask your consultant about SLR Warranties and Payment Terms



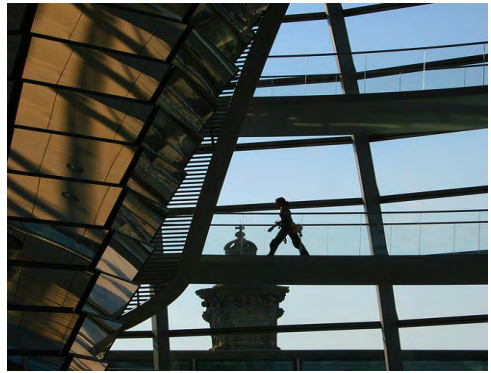
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**TheMGroup**  
recruiting reinvented...™



## Case Study - Niche Manufacturer, DIY Space

## Case Study

Client needs assistance in replacing a recently hired Controller that is not performing as expected.

### The Challenge

The client had recently hired a new Controller that was experiencing difficulty in completing routine deliverables and in providing leadership for the accounting team. The client had relied on a staffing agency for this hire and after securing a refund of the fee asked TMG to assist in hiring a new Controller. The client was in a growth mode and had never had a high level accounting or finance presence on staff. Instead the company's outside accounting consultants were issuing financial statements and developing any ad hoc financial reporting required by Management. The CEO and COO were relying on TMG to find someone that could eventually grow into a CFO role.

### TMG's Response

During our initial meeting with the client we were able to develop a Performance Profile Document (PPD) that we then used to discuss possible options. A review of performance objectives along with certain client imperatives lead our team in a direction that was unexpected by our client.

We suggested that we focus our efforts on finding a CFO level candidate for the company instead of a Controller. This was justified by aligning the PPD with the company's growth plan for the next several years. It was concluded that given the various challenges that faced the eventual candidate:

- Management System Conversion
- New Departments for IT and HR
- Various new Accounting and Finance Team Members
- Possible Strategic Acquisitions
- Increased Demand for Financial Reporting from Equity Partners

Along with these initiatives the company wanted to better establish itself with top tier lenders and investors.

We further justified the approach by demonstrating the savings that will be realized by "in-housing" the reporting being done by outside consultants, as well as the benefit of having a CFO hire the Controller as part of his or her team from the onset.

Our client became even more comfortable with the approach once they realized that our fee (for a CFO) was less than they had paid to staff the original Controller.

Client:  
Niche Manufacturer of Home  
Improvement Products and Ma-  
terials

Industry:  
DIY and Franchising

Service Offering:  
Managed Recruitment Services



## Case Study

Client needs assistance in replacing a recently hired Controller that is not performing as expected.

### TMG's Approach

From the client meeting we took the PPD and began reviewing our "A" list of candidates for a possible match. While several of the candidates in the data base where a match on paper the challenge became the budget for the CFO position that our client wanted to stick to. We agreed that the budget was adequate and were able to use our relationships with local professionals to find several well qualified candidates that were inside of our network. Given the highly confidential nature of the search we opted not to advertise on job boards.

After our usual phone screens we were able to bring the list of candidates down to 6 candidates in just two days. We scheduled our "face to face" interviews for later that week and simultaneously checked references on all candidates.

Our team was able to complete the Behavioral Interviews, Work Style Analysis, and "anchor" the top candidates' background and experiences to the PPD by the end of the week. Our client was very pleased to see Candidate Packages on their desk within 5 working days of engaging us.

All four candidates that we presented were interviewed by a panel at our office where we were happy to act as facilitators. The client's hiring committee used some of the candidate assessment tools we provided to compare notes and debate the qualifications of the various candidates before arriving at a decision.

In the end our client had 4 candidate packages full of information that they could use to interview and evaluate each candidate. They knew that each candidate was not only qualified to do the specific job they needed done, but was also ready to do it for them.

### What made the Difference

Coming off of a bad experience our client noted the main differences between TMG and other firms they had used in the past:

- Thorough Candidate Packages instead of merely a resume
- Fully qualified candidates that had not been screened but rather interviewed extensively
- References Contacted and Analyzed, Work Style Analysis, Background Checks
- Communication with the Hiring Manager about progress and any challenges
- Performance Profile Document the helped us define success for the job we needed done and later helped to "on-board" the new CFO

Client:  
Niche Manufacturer of Home  
Improvement Products and Ma-  
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Industry:  
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