

## AGResearch International, LLC

### Service Offering

**AGResearch.info**

*Our Knowledge is Your Power*

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## Research (Name Generation)

When clients' recruiters need an answer to the question 'who do we call?' - the answer is simple, AGResearch. AGResearch will produce raw/original research containing name, title, company, telephone (direct dial if possible) and email addresses (if possible) from a target list prepared by the client or by AGResearch in conjunction with the client. Our seasoned Research Team represents over 200+ years experience and combined, has experience in virtually every industry, level and functional area. Depending on client preferences, research is presented in formats ranging from Excel or Word documents to formatted organization charts to fully automated online entry directly to a client's systems.

We initiate, appreciate and expect feedback from clients. Feedback is critical to meeting expectations on individual projects and to strengthen the overall value AGResearch is able to contribute to our clients' human capital initiatives. AGResearch is quite aggressive about ensuring that our work is on track and delivers exactly what the client needs to complete their project.

There is a 25 hour minimum on all research projects and our hourly rate is charged and payable for the actual time and effort expended on clients' behalf. However, no additional expenses are 'tacked on' (the exception is if we incur international calling rates and those estimated charges will be pre-approved by client on a specific project). Our pricing model allows the client to have total control over the budget.

## Candidate Development (Recruiting)

Recruiting boils down to 'good people investing quality time'. When the 'time and access' equation suggests the need for dedicated support that supplements or augments internal recruiting initiatives or outside search firm support, AGResearch is here to deliver. AGResearch is dedicated to providing direct recruiting and candidate development services that clearly distinguish ourselves through speed, thoroughness and an obsessive commitment to delivering on our promises.

AGResearch undertakes direct recruiting projects that can be either adjunctive to our clients' efforts or exclusive of any direct recruiting activity by the client. We will target individuals generated from our research or names provided to our Team by the client and the client's only cost is our direct time applied to the project.

We attract, screen and present qualified candidates to our client in "real time" and can assist with any interview scheduling, etc. if needed. AGResearch's Candidate Development Team has experience at all levels, in all disciplines and industries and are representative of the best corporate and search firm recruiters. If a prospective candidate is not interested, AGResearch will source them for referrals. We will also report back to the client the reasons they are not interested. This arms you with valuable market intelligence, in addition to qualified/interested candidates.

Once a Candidate Development project has started, our Team will provide a minimum of weekly call reports so that you can review progress and provide feedback and direction. We require that clients approve a minimum of 25 hours per Candidate Development project to start, so that our Team has the ability to gain momentum and make the 'contacts' needed to generate the level and volume of talent sought. Again, the hourly rate is a flat rate. The only additional expenses a client will incur would be approved direct expenses for the occasions where we are asked to travel and interview candidates or, where we are asked to travel to a client location and coordinate on-site recruiting/interviews.

## **Executive Search - Candidate Development**

Retained level service without the Partner loaded cost. The Executive Search – Candidate Development Team is comprised of search consultants who have built a reputation of excellence around the United States and Canada. The AGResearch Team has been successfully providing human capital placements in multiple markets and industries supporting our clients' needs since inception of the firm.

Our reputation for quality service stems from our commitment to personalized service, confidentiality and maintaining the most ethical standards in the recruiting industry. As a result, we have placed hundreds of individuals in positions ranging from Director level to CEO. Our Team works closely with clients to determine the exact qualifications and skills needed in a prospective candidate. We interview candidates extensively to ensure their experience and needs are appropriate for the job and culture offered by our clients.

We require clients to approve a minimum of 25 hours per Executive Search-Candidate Development project to start, so that our Team has the ability to gain momentum and make the needed calls to generate the level talent sought. Again, the hourly rate is a flat rate with no additional expenses added to the invoice (except if we incur international calling rates or travel expenses - those estimated charges will be pre-approved by client on a specific project).

## **Strategic Online Sourcing™**

Strategic Online Sourcing™ (S.O.S.) is a new product addition to the AGResearch suite of services and is based on processes we have been perfecting internally for over four years. It is, quite simply, the systematic pursuit of all active candidates across the internet who fit the specific profile requirements of a particular job, a pursuit that companies are finding increasingly difficult to achieve and frustrating to attempt. Through our staff of experienced internet analysts and our investment in literally 1000's of internet access points and sophisticated access technologies, we deliver comprehensive and actionable candidate information via direct sourcing, technology-enabled candidate discovery, and specialized data gathering tools.

Our in-depth coverage of North America's active talent pool is second-to-none and we offer this access through two cost-effective service offerings:

## **S.O.S. – Lifeline**

S.O.S. - Lifeline service essentially provides the client with a carefully structured, optimally equipped and comprehensive but quick review of hundreds or even thousands of online candidate sources in order to secure the best resumes to fit a particular job requisition. We provide the strongest possible jump start to any recruiting project. We apply the skills of trained online search analysts, well-developed search and query skills and a stable of the best technology tools to our catalogued repository of thousands and thousands of targeted job/resume sites. We search out potential 'hits', visually screen the results of these queries and submit all the talent that fits your agreed upon, prioritized criteria. The results are a manageable number of 'spot on' resumes that the client can pursue and based on our projects to date, secure a placement on a very high percentage of our Lifeline.

## **S.O.S. – Full Rescue**

S.O.S. - Full Rescue is an add-on service to the Lifeline. This delivers experienced, 'search-caliber' recruiting capacity. The client has the option and the flexibility to take the Lifeline and initiate/manage the follow-through on their own or continue with the Full Rescue. For an additional fee, AGResearch recruiters will approach up to 25 of the resumes identified through the Lifeline search (selected by the client) for further pursuit and pre-screening. AGResearch will contact each candidate by telephone, and present our client's opportunity in a thoughtful, thorough and timely manner. Each prospect will receive an effective presentation of the opportunity profile and will be screened thoroughly via telephone. Results will be passed along to the client 'in real time' and the client may hire one or more without additional cost. This service is accessed most frequently by clients who do not have the luxury of internal recruitment teams to turn the resumes over to or, find that they don't have the quality time/resources for direct contact/screening.

## **Competitive Intelligence**

Competitive Intelligence is a disciplined set of processes that transforms disaggregated market and competitor data into relevant and usable strategic knowledge about a competitors' position, performance, capabilities, and intentions. AGResearch is well known for our ability to skillfully tap intelligence and provide our clients specific competitor and/or market data. Clients engage our services for competitive intelligence when they are seeking data for a specific reason and our efforts provide targeted results.

Examples of our Competitive Intelligence projects include:

- A client in the insurance industry was examining the potential of opening an office in Chicago. They were seeking knowledge about who their main competition was in the marketplace and what the average compensation packages were for the geography for multiple levels within their organization. With 25 hours invested, AGResearch was able to provide a report detailing the requested information on that market and presented four individuals who were presently entertaining opportunities outside of their present employer. Our client hired two of the four presented and announced their Chicago office opening later that year.
- AGResearch mapped a client's competitor's approaches to a specific market, paired this with a comparable study of client organization's approach and the results were leveraged by BOD and CEO to shift key product/geographic alignment resulting in dramatic improvements (year over year for two years running) in competitive positioning and market share benchmarks.
- AGResearch developed snapshots of organizational structure and resource allocation models spanning a 15 month time frame in five key competitors within a product segment our client was planning to enter—information was used to help guide decisions on what segment of the market they would target most aggressively with their product/service-line extensions, which companies were potential partners...etc.
- AGResearch completed detailed breakouts of competitors' organizational and operational structure for client companies in multiple industries (including: aerospace, software, utilities, business services, pharmaceutical, telecommunications, etc.)

## Center of Excellence

Our Center of Excellence provides multiple services to assist our clients on the administrative functions required to maintain continuity and sustainability of human capital programs. We have Research and Recruitment Analysts and offer our services to our clients to help assist in daily administrative and recruitment coordination functions. Examples of services provided include:

- “Industry Watch” ... we provide clients daily and/or weekly reports on their industry, what are the identified “up and coming companies” accomplishing, who is merging with or acquiring whom, who hired whom away, etc.
- Information about and/or into your key competitors. These briefings are customized to meet the clients' specific goals and formatted to ensure the information is readily digestible.
- Mass Emails.... some clients send mass emails to potential candidates and we can take care of that time consuming, tedious task for you.

- Mass Mailings....clients send mass mailings regarding new opportunities, follow up letters to interviews, turn down letters, etc. Whatever the mailing might be, you turn over what you need to us, and we will take care of the rest!

Whatever the human capital program task might be with which you are seeking assistance, our Center of Excellence Team stands ready to assist you. We can assemble the resources to be your “back office” and take time consuming tasks off your desk to free your time to execute the highest-value elements of your recruiting programs.

## **The Bottom Line**

AGResearch has chosen to structure its business and product/service offerings so that you, the client, are in control. You control the costs by starting and stopping projects and without having to pay high retainers nor retain the costly staff on your payroll. We are consistently able to show project success at a tremendous savings over agencies of all sorts and we are competitive with internal cost in even the best run operations.

Our role is to strengthen your recruiting efforts through an outstanding menu of recruitment options. We are confident that whatever your needs may be, AGResearch can work with you to build a project structure that will work. Please contact us with any questions on how we may be able to address your unique needs.

We welcome the opportunity to partner with your organization and help you identify and/or recruit superior talent! Our goal, our mantra, is to ‘exceed your expectations.’