

Welcome To



TALENT SOLUTIONS

Welcome to USA Talent Solutions' Executive Placement Service.

Thank you for choosing us to guide you in this crucial journey of leadership acquisition. We understand the significant impact the right leader can have on your organization, and we are committed to finding someone who not only fulfills the role but also shares your vision and propels your company forward.

We are passionate about giving you an elite experience because we are purpose-driven, success-driven, and people-driven. We believe in having a positive and meaningful impact on the individuals, the families, and the communities we touch.

Our approach is deeply rooted in our core values — Purpose-Driven, Raise the Bar, Accountability, Impact, Service, and Empathy. You will experience these values in every step of our collaboration.

This packet serves as an introduction to our bespoke executive placement process. Your designated account manager will be your guide through every stage, ensuring a seamless and premium experience.

We look forward to a successful partnership and to seeing your organization reach new heights.

Warm regards,

Josh Roberts

Josh Roberts
CEO and President,
USA Talent Solutions



Mission

We are a purpose-driven company with a passion for helping individuals, their families, and our communities.

Purpose

To create a lasting IMPACT that sets off a ripple effect across the world.

Values

At the heart of operations and our ethos lie our core values, summarized aptly by the acronym **PRAISE**:

Purpose (Driven)

We are Purpose-driven. We lead with our purpose. It is the reason we exist. To create a lasting impact that sets off a ripple effect across the world.

Impact (Generosity)

We donate our time, talent, and resources to help our communities.

Raise (The Bar)

We Raise the Bar. Good is not good enough. We set high standards, and then we consistently work to exceed those standards.

Service (Satisfaction)

We are Service Savants. We relentlessly go above and beyond what customers expect while delighting them with unexpected moments of awe.

Accountability (Ownership)

We take responsibility for our actions and decisions, and we honor our commitments to ourselves and each other.

Empathy (Connection)

We use the golden rule to show compassion and understanding, recognizing the individual needs and feelings of others.

Our Executive Placement Journey



1. Discovery & Analysis

- In-Depth Consultation: Engage in detailed discussions with key stakeholders to understand the company's strategic goals, culture, and the specific requirements of the role.
- Cultural Immersion: Conduct on-site visits and team interviews to capture the essence of the company's work environment and team dynamics.
- Role-Specific Profiling: Develop a comprehensive profile of the ideal candidate, incorporating not just the required skills and experience but the personality traits and leadership style that align with the company's ethos.



2. Candidate Sourcing

- Strategic Outreach: Utilize our extensive network and industry connections to discreetly identify potential candidates who meet the specific criteria.
- Advanced Screening Techniques: Employ a combination of technological tools and human expertise to shortlist candidates effectively, ensuring a match in terms of skills, experience, and cultural fit.
- Engagement Strategy: Implement targeted communication strategies to engage potential candidates, highlighting the unique opportunities your company offers and sparking genuine interest.



3. Interviewing & Vetting

- Structured Interview Process: Conduct comprehensive interviews using a structured format that assesses candidates against key competencies and cultural fit, ensuring a thorough evaluation.
- Behavioral Assessment: Leverage advanced assessment tools to gain insights into candidates' behavioral traits and leadership styles, ensuring alignment with your company's values and expectations.
- Reference & Background Checks: Perform in-depth background checks and speak with references to validate candidates' track records, achievements, and reputation in the industry.

4. Client Integration Plan

- Customized Onboarding Strategy: Develop a tailored onboarding plan that addresses the specific nuances of the role and the dynamics of the team, ensuring a smooth transition.
- Integration Support: Provide continuous support and resources to both the client and the candidate during the initial months, facilitating a successful integration into the company.

5. Post-placement Support

- Regular Check-ins: Schedule regular follow-up meetings with both the client and the placed executive to address any concerns and ensure a seamless transition..
- Satisfaction Assessment: Conduct periodic satisfaction surveys to gather feedback on the placement process and the impact of the new executive, using insights to refine future services.

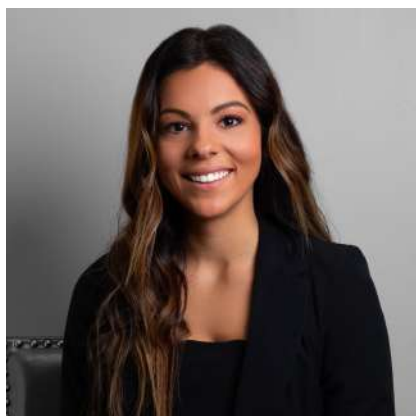
Each step of the journey is designed to not only find the best candidate but also to ensure a harmonious and effective integration into your company, aligning with your commitment to quality and excellence.

Your Dedicated Team

Meet Your Success Partners

- Account Manager: Makenzie Wall
"Your primary point of contact, ensuring clarity and consistency throughout your journey with us."
- Talent Research Team: Introduction to the team, their expertise, and their role in sourcing the best candidates. "Our dedicated experts, committed to finding the perfect match for your company."

We are always here to address your needs and ensure your satisfaction.



Makenzie Wall
Executive Talent Manager
mwall@staffing-usa.com
724-746-9600

Makenzie Wall has been with the company since September of 2020. She graduated from IUP with a Bachelor's Degree in Hospitality Management, a minor in Marketing, and a Masters Degree in Human Resources.

Makenzie is passionate about making personal connections with our clients and candidates to make sure they have a great experience with us from the beginning, providing excellent customer service, and building partnerships.

"What I love most about my job is creating close relationships with our clients and employees. Finding employees a job that they love and in a company that they can grow in has been so rewarding to me."



Shauna Henderson
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Getting Started (Discovery & Analysis)

Your Next Steps

Initial Consultation

A meeting with your account manager to discuss specific requirements and expectations.

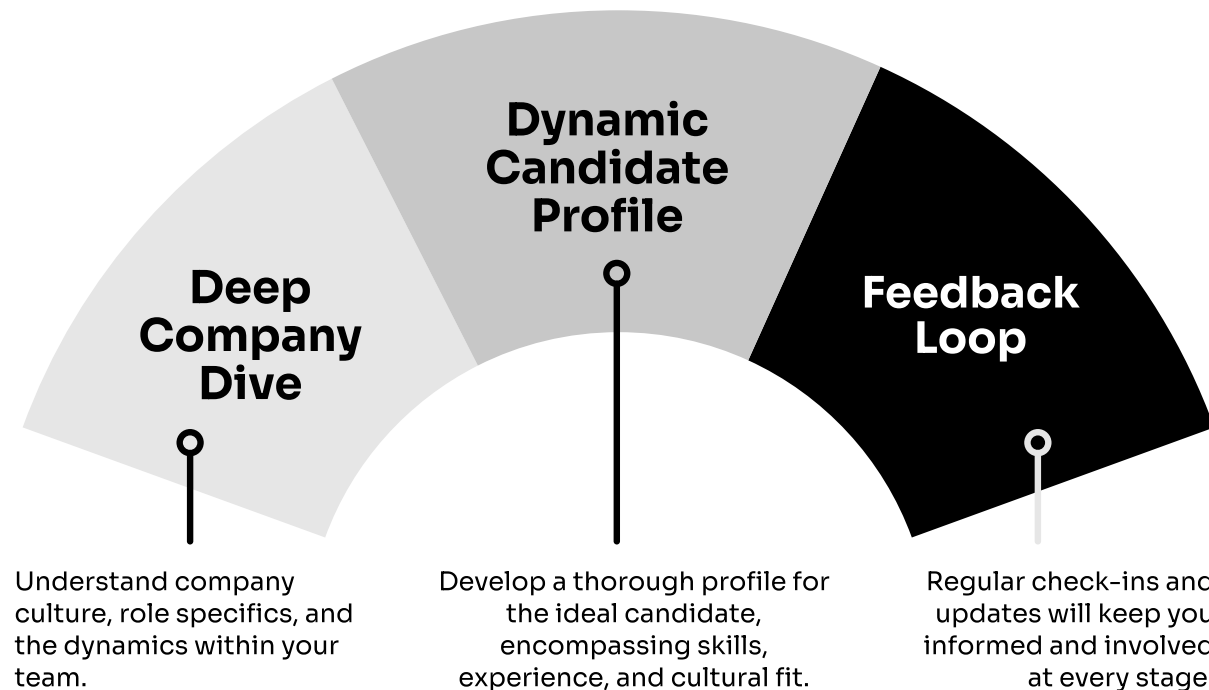
Access Your Dashboard

Instructions on how to use Candidately for real-time progress tracking on candidates.

Stay Engaged

Regular check-ins and updates will keep you informed and involved at every stage.

Discovery & Analysis Phase



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**In God
We Trust**



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