

SPG

M A N A G E D
S E R V I C E S

PERFORMANCE • FLEXIBILITY • CONTROL

MAXIMIZING QUALITY TALENT ACQUISITION AND COST SAVINGS FOR WALL STREET



Overview

The market has rebounded and so has competition for top talent and support staff. However, an intense need for leanness, along with the ability to maintain organizational flexibility while controlling costs, has created a need for alternative talent acquisition and workforce management strategies enhancing the qualities and professionalism of your institution. Shifting products and services, new geographies, changing employee populations and skill sets all demand a creative and intensive focus on talent procurement. After all, on Wall Street it is all about the people!

SPG Managed Services (SPGMS) specializes in managing, outsourcing and enabling efficiencies in direct hire, lateral, campus, consultant and temporary staffing for the banking, finance and securities industry.

Lower your costs

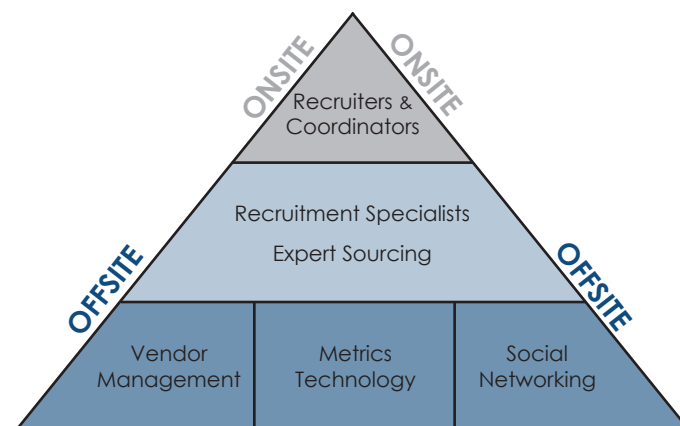
Traditionally, candidate sourcing has been largely provided by agency, contingency search and retained search vendors managed by internal resources. This approach can be extremely costly. SPG Managed Services has pioneered and proven a new model which blends the expertise of your HR professionals with the scalable resources of professional recruiters and our support systems which allow for the use of all the latest techniques resulting in a much higher level of direct candidate sourcing. Lowering agency spend, standardizing rates, streamlining processes, and improving productivity all contribute to lowering your total costs. Programs are priced to balance risk and continually minimize fixed and total expenses.

Access highest quality talent

We have recruitment specialist teams in virtually every job type discipline: front, middle and back office, HR, finance, accounting, operations, IT, and administration. We use these experts and resources to constantly train, adjust and perfect the sourcing of the optimum candidates. We are expert managers of third party search vendors enabling your dedicated recruitment team to cast a wide net across all possible sources. We work pro-actively with your business groups and hiring managers to execute strategic planning and targeted recruitment plans for each search. As industry experts, we quickly gain the confidence of your key managers by exceeding expectations.

Improve flexibility - Focus on your core business

Recruitment demands are cyclical. Smaller organizations have a wide range of talent skill needs – the best people are more critical for every role. Larger companies are seeking a better ROI on their recruitment resource investments. All are looking to shorten time-to-hire and quicken time-to-contribution. SPG Managed Services constantly adjusts your resourcing to the ideal fit for your demand.



Who is implementing strategic solutions for direct-hire recruitment and temporary staffing?

Companies who are interested in:

- Focusing on their core strengths
- Significantly cutting recruitment and staffing expenditures
- Leveraging expert resources to source better talent

Why would I outsource my recruitment activities?

- Ability to adapt quickly to changing recruitment demands
- Reduce headhunter fees and temporary staffing expenses
- Gain better control and visibility over expenses
- Re-deploy internal resources to focus on core business

How can we use technology to improve our brand and candidate experience?

SPGMS knows how to optimally implement and use (typically at no charge) the latest Candidate Tracking Systems (CTS). We use technology combined with our proprietary recruitment methodologies to build your candidate network, facilitate the hiring process, track progress and produce reports to provide metrics and improve your recruitment and staffing performance.

What about integrating Temporary and Direct Hire Staffing?

An integrated direct hire and temporary staffing program can make sense for several reasons:

- Reduce size of recruiting organization
- Leverage temporary to full-time hiring
- Leverage spend with vendors to reduce costs
- Consolidate billing, payment and reporting to improve productivity
- Promote stronger partnership with hiring managers and understanding of business resulting in higher talent quality

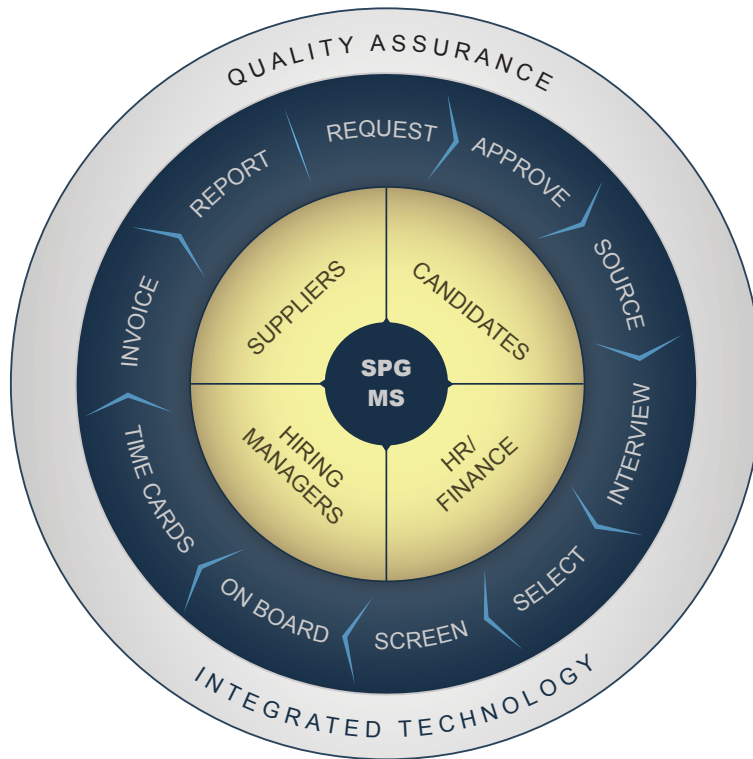
There are many different possible configurations. All SPG programs are highly customized to meet your goals, culture and hiring objectives.

How does this program save money?

- Temporary staffing markups are reduced
- More candidates are directly sourced- reducing headhunter fees
- Your team is always right-sized
- Higher productivity and reduction in time-to-hire

Please contact us at (212) 824-1570 to explore how SPG Managed Services (www.spg-ms.com) can positively impact your business.





SPG Managed Services provides a broad range of innovative talent acquisition and workforce management solutions, including Recruitment Process Outsourcing, Contingent Workforce Management and Functional Outsourcing. Our extensive recruitment experience and infrastructure developed over our 20 year history, combined with proven processes and integrated technology, delivers quantifiable results directly benefiting your bottom line.

For more information, please contact us at:

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