

# FINDERS AND KEEPERS OF TALENT

We enable our clients to find and keep talent by implementing streamlined processes, leveraging the right technology, and delivering fractional human resource and recruiting services.

Let us take the People Problems off your plate!

### WHAT WE DO

For 20+ years, we've been the Finders and Keepers of Talent for growing companies.



We evaluate, implement, and automate the HR Tech for small businesses.

We solve HR challenges through every phase of the employee lifecycle.

### AS AN EXTENSION OF YOUR TEAM, WE SHARE SIMILAR VALUES.



### **WE ARE GENEROUS**

We put others first and are generous with our time, talents, and abilities.



### WE ARE COLLABORATIVE

We are easy to work with, love what we do, and treasure our relationships.



### WE ARE INNOVATIVE

We do more with less, embrace technology, and try new things.



#### WE ARE HONORABLE

We believe in doing the right thing, every time, and setting and keeping expectations.

#### **FIND TALENT**

## RECRUITING

Recruiting can be tough and expensive.

We make it easy!



### FINDING TALENT

Recruiting Services	Contained	Consulting
Define Sourcing Strategy	<b>✓</b>	<b>✓</b>
Candidate Outreach	$\checkmark$	$\checkmark$
Screening And Vetting	$\checkmark$	$\checkmark$
<b>Curate Hiring Process</b>		$\checkmark$
Offer Negotiation		$\checkmark$
Reference & Background Screening		
Applicant Tracking System Optimization		<b>✓</b>
Job Posting Management		$\checkmark$
Employer Branding		$\checkmark$





# Recruiting Services CLIENT TESTIMONIALS



Hire Ventures is amazing to work with, always on time, very detailed with communications and could easily adjust strategy or focus as needed.

- STAN DEAK, CRO, SUPER DISPATCH



"Hire Ventures is very good at screening candidates and we've noticed a big difference in the quality of our hires since engaging. The communication has been excellent, especially the Quarterly Business Reviews."

- TIM FARROW, COO, APTO SOLUTIONS



I've always enjoyed working with the Hire Ventures team! They are able to act as an extension of our internal team and take on any task - big or small. We're thrilled to have the opportunity to work with them and are anxious to continue seeing how they'll positively impact our business next!

- COREY BERKEY, SVP HR, JAZZHR



"Great communication, timely updates, listened to what we were looking for and sourced great candidates."

- LORETTA GAID, SVP & LEGAL, BEYOND TRUST



Working with them feels like an easy and natural extension of our team. They take the time to learn about our business culture, who we are, how we work, and what's really important to us.

- JASMINE GARMO, PEOPLE OPERATIONS MANAGER, SUPER DISPATCH



#### **KEEP TALENT**

### HUMAN RESOURCES

Big enough to have HR needs, but may not need a full-time HR manager?

Our fractional, scalable HR model gives you what you need, when you need it.



### KEEPING TALENT ()

HR Services	Fractional	Advisory	Project
Comprehensive HR Audit	<b>✓</b>		<b>✓</b>
Employee Handbook	$\checkmark$		$\checkmark$
HR Investigations	$\checkmark$		$\checkmark$
System Implementation & Optimization	$\checkmark$		$\checkmark$
State and Federal Compliance	$\checkmark$	$\checkmark$	
M&A Diligence	$\checkmark$	$\checkmark$	
Performance Management	$\checkmark$	$\checkmark$	
Compensation Management	$\checkmark$	$\checkmark$	
Strategic HR Roadmap	$\checkmark$		
Day-to-day HR Management	$\checkmark$		
Training & Development	$\checkmark$		
Benefit Renewal Management	$\checkmark$		
Payroll & Benefit Administration	$\checkmark$		
Employee Onboarding & Offboarding	$\checkmark$		





# HUMAN RESOURCES CLIENT TESTIMONIALS



"Hire Ventures delivered on time and communicated very effectively. The hands-on approach they took and how well they got to know our company in such a short period of time was impressive."

— KENJI KURAMOTO, FOUNDER & CEO, ACUITY



"Great Team. Ready to jump onto a call in a short notice to help. Have always seen the team go above and beyond."

- VINEET GUPTA, CTO, XSTRAHL



"Hire Ventures has been a tremendous asset to our organization. They have demonstrated strong knowledge of all HR-related matters and a genuine desire to support our team. Our consultants consistently provide the reassurance needed that we are in good hands. Their expertise has significantly contributed to our confidence in addressing complex HR issues."

- JOHNATHAN KIM, CO-EXECUTIVE DIRECTOR, BUILDABILITY



"Feel like we have a partner in the HR area of our business that will help protect us from potential liabilities."

-KIM COLLINS, VP, OPERATIONS MANAGER, INFUSION MARKETING GROUP



"Outsourcing our HR with an experienced HR company has allowed me to focus on other things in the business."

- CHRISTA PELLIGRINI, FINANCE & HR MANAGER, KINSMEN GROUP



#### FIND AND KEEP TALENT

# TALENT ENGAGEMENT BUNDLE

Need HR and Recruiting Services but not all at once?

Our Talent Engagement Bundle is the perfect service without a full fractional engagement.



# FINDING AND KEEPING TALENT ()

Services	Human Resources	Recruiting	Bundle
Comprehensive HR Audit	<b>✓</b>		$\checkmark$
Employee Handbook	$\checkmark$		$\checkmark$
HR Investigations	$\checkmark$		$\checkmark$
Define Sourcing Strategy		$\checkmark$	$\checkmark$
Candidate Outreach		$\checkmark$	$\checkmark$
Screening And Vetting		$\checkmark$	$\checkmark$
Performance Management	$\checkmark$		$\checkmark$
Compensation Management	$\checkmark$		$\checkmark$
Strategic HR Roadmap	$\checkmark$		$\checkmark$
Curate Hiring Process		$\checkmark$	$\checkmark$
Offer Negotiation		$\checkmark$	$\checkmark$
Job Posting Management		$\checkmark$	$\checkmark$
Training & Development	$\checkmark$		$\checkmark$
Benefit Renewal Management	$\checkmark$		$\checkmark$





# HR & REMANDINGS



"Flexible arrangements that work best for our organization make it a smart choice. Offerings do not lock us into working arrangements that are not aligned with our needs. Responsive staff, willing to engage."

- HANNO EKDAHL, FOUNDER, IDENHAUS



Hire Ventures has provided a variety of services for my company over the past 2 years including some recruiting & fractional HR services. Their expertise in HR has helped us become totally compliant with DOL and provides us with great and consistent consultation. They are always there when we need them. It is a great value for my company.

- WILLIAM FOGLER, PRESIDENT & FOUNDER, WM EVENTS



We were impressed with their ability to juggle both recruitment and HR functions simultaneously. There were a lot of different constituents (hiring managers, employees, executives) and Hire Ventures' ability to effectively connect with and manage those relationships and expectations was impressive.

— JUNIOR GASPARD, PRESIDENT & CEO, EXPERIENCE LLC



Our favorite part of working with Hire Ventures is the way they have taken the time to learn our needs, what works best for our business and apply that diligently while managing our applicant process!

- SHELBY PARKS, DIRECTOR OF OPERATIONS, ECHOLS GLASS & MIRROR

