



**FOUNDED IN 1991, TWG IS A BOUTIQUE SEARCH FIRM THAT WORKS WITH ORGANIZATIONS RANGING IN SIZE FROM 10MM TO 90B IN ANNUAL REVENUE. TWG IS NATIONWIDE AND HAS SUPPORTED CLIENTS IN 39 STATES.**

We specialize in helping clients that are experiencing either rapid growth and/or transformation. We work in all key functional areas of the organizations we serve.

Our strategy in working with clients has been to take a **custom-oriented approach**. We remove barriers to an effective partnership, whether that is in the form of fee structures, reporting mechanisms, timing of candidate flow or creative programs that support the efforts of the internal talent acquisition team. We do what it takes to ensure our client gets both efficiency and value from working with us.

The candidates we seek are typically employed and are sourced through our network or specifically targeted companies. **Marketing to “passive” candidates is key to a successful search**, therefore our process includes extensive one-on-one time selling the opportunity while simultaneously evaluating the candidates.

Since TWG’s inception, we have exclusively worked with the leading companies in an industry segment and focused on a relationship with just one of those companies, thereby allowing us and you the flexibility to source from your competition when appropriate. ***TWG does not recruit from clients.***

## **TWG’S COMMITMENT TO DIVERSITY**

**TWG is a disability-owned firm.** We naturally strive to create a diverse slate with each search; we have a robust and successful diversity practice and are a go-to firm for many of our clients.

**Up to 60% of our placements in recent years have been diversity candidates.**

**Veterans:** Candidates with proven management and leadership skills / experience

## **INDUSTRY EXPERIENCE**

Deep & broad experience in the following industries:

- Aerospace / Defense
- Agriculture
- Automotive
- Beverage
- Business Services
- Construction
- Consumer Packaged Goods (Food & Non-Food)
- Consumer Products
- Distribution / Supply Chain
- Education
- Electronics
- Financial Services
- Healthcare
- Hospitality
- Manufacturing (Various Sectors)
- Non-Profits
- Pharmaceutical
- Restaurant
- Retail
- Technology





## TWG'S SUCCESS FACTOR

We will only accept an assignment if we are confident that we will have a successful outcome; we have a **97% completion rate**.

### Position Type/Level Typically Filled

TWG has proven experience at any level (Manager to C-Suite) across the business enterprise.

## TWG'S KEY COMPETITIVE DIFFERENTIATOR

We are a Human Resources problem-solving organization that uses the tools of search to solve business problems. **TWG is here to help our clients "build enterprises" rather than "fill jobs"**. We focus on finding the right cultural and technical match for the job and ensure the placement is one that will optimize business results.

## TWG PROCESS

### INITIAL / PRE-SEARCH WORK

- Search Assigned
- Target list Developed & Approved
- Research / Prospect Identification and Prospect Outreach / Candidate Development
- Weekly Report Process Begins (around week 3)

### CANDIDATE INTERVIEW PHASE

- Candidates Begin Phone Interviews
- Candidates Begin Skype or Face to Face Interviews
- Candidate Assessment, Write Up & Presentation to Client (begins week 4-6)
- Ongoing Sourcing & Candidate Development

### CLIENT INTERVIEW / OFFER PHASE

- Coordination of Candidate Interviews & Follow-Up with Client
- Consultation / Support on Candidate Selection
- Reference Checking, Employment & Education Verifications
- Assistance with Offer, Other Communications Associated with New Hire



## TWG'S FEE STRUCTURE

TWG has many fee structures and **will customize** to meet your needs and challenges

### Select Incentives

#### New Client

- The first search agreement that a company engages TWG to do, we will do for a 12.5% fee (50% of our standard) for up to 2 positions. A *"container" model with the costs spread over the first 3 months.*

#### Multi-Search Discounts

- When your company engages TWG for 3 searches within 18 months, you will receive a discounted fee of 20%.
- When your company engages TWG for 4 or more searches within 18 months, you will receive a discounted fee of 17%.

**Includes all expenses (other than candidate / consultant travel).**

**For positions with a total cash comp in excess of \$500K the fee will be determined on an individual basis, not to exceed \$100K.**

## TWG PERFORMANCE GUARANTEE

TWG will replace Director level and above individuals hired for up to 1 year after placement for any reason (with few exceptions) for no additional search fee.

TWG will replace Professional Staff / Manager level individuals hired for up to 6 months after placement for any reason (with few exceptions) for no additional search fee.

*TWG has only had to warrant our guarantee 7 times since founding in 1991.*

