



The CGI Difference

At the Carmon Group (CGI), we passionately believe that, first and foremost, our job is to deliver top-quality service and talent that exceeds our client's expectations.

Quality and professionalism encompass all facets of our services and relationships with our clients. This begins on the first call or handshake with a hiring executive. When we identify a client and search that is a fit for our business, we immerse ourselves in our client's business, listen to their pain points/challenges, educate them on our methodology for an effective process, execute our services with detail and urgency and provide unrelenting resources to the search assignment until the job is fully complete.

Shared Values

We blend "old fashion" values with best practices to offer a truly unique experience to our clients. Our team is an extension and reflection of our clients' businesses and we take that responsibility very seriously. Likewise, our clients are a reflection of our business. We believe in mutual due diligence and qualification to verify the fit before we engage in a search with a client. The Carmon Group selects clients more on attitude and shared values than revenue potential. Our clients hire us because of our commitment to delivering exceptional results and the core values that we live by. They rehire us because of the sincere pleasure they have working with our team and value which exceeds their investment of capital and time with us.

Technology & Documentation Support

Search can still be done with limited technology support. However, we pride ourselves in our commitment to utilizing search technologies that help drive efficiency within our search assignments.

- **Progress Reporting:** We understand that communication is paramount during a search assignment. When we engage in a search, we establish progress reporting checkpoints to update our client on candidate flow, qualification, challenges, market data uncovered and finally, candidates we are moving to a slate presentation with the client. CGI will also customize this information based upon key information/data which is valuable to our clients which we can gain during a search assignment.

- **Candidate Profile Summary:** On any search, our goal is to provide our clients with a slate of 3-5 fully qualified candidates who are predisposed to accept a position with our client. Our staff then creates a Candidate Profile Summary for each candidate on the slate. This document includes information such as: education, work history, references, reasons for job changes, compensation history, relocation challenges, their resume, key performance indicators (KPI's) and finally, detailed notes from our interview process.

CGI presents this information in person with our clients and conducts a comprehensive review of the slate candidates during this meeting. This format allows our clients to easily digest each candidate's background, fit for the role, leadership potential and any challenges in securing the talent.

Client Feedback

Our perception of a great search assignment is a direct result of our client's perception and satisfaction of our services. The best way to ensure that clients are completely satisfied is by continually querying your perceptions of our performance. Our communication ensures our services continue to evolve with your needs first in mind.

CGI's benchmark commitment is to completing every search within 90 days. We establish critical milestones from the execution of a search assignment at 48 hours, 14, 30, 45, 60 and 75 days to enable us to gauge and revise search status as necessary while at the same milestones, updating our clients on the search progress.

Upon completion of the search assignment, CGI debriefs formally with the client to review the overall search. This step is to mutually identify challenges and issues which arose during the search to identify solutions which will benefit the next search assignment with the client.



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