



## PHILOSOPHY

It has often been said that the quality of an organization is defined by the quality of its staff.

At Welsh & Associates, we understand the relationship of great companies and great people.

We are a client-focused resource for building and developing your most important corporate asset, your people. Our goal is to be part of your success.

We distinguish ourselves through a philosophy, a process, and an attitude of partnership between your company and our firm. This commitment is central to who we are as an organization and how we work on your behalf.

Welsh & Associates brings decades of experience in the recruitment, selection, screening and recommendation of highly qualified talent. Just as important, we maintain the highest level of ethical standards and integrity throughout the process.

Our dedication to superior service shapes how we work and brings intensity to our efforts. When you engage the services of Welsh & Associates, you secure a team of dedicated professionals committed to your needs.

We measure our success in terms of the value we provide in achieving your business goals through staffing. It is this distinction that drives our organization to ever-higher standards.



## METHODS

### 2. Recruitment

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The variety of tools and methods to recruit qualified, talented, motivated people is greater now than ever before. Our affiliation with TOP ECHELON, the world's most successful network of independent recruiters is one component. Also, our databases and other computer tools provide access into the national talent pool. However, our greatest asset is our long-standing reputation for quality networking that uncovers top talent and passive seekers (those not actively seeking new employment). This is especially important with retained searches.

### 4. Evaluation

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This is where Welsh & Associates continues to distinguish itself in its service to you. With background information in hand and the pre-screening accomplished, we qualify talent resources to your needs. We place value not only on the individual's abilities and accomplishments, but also suitability to your corporate culture and profile.

As your partner, we tailor our services precisely to your needs. In that way you receive custom, personalized service, not a prescribed, one-size-fits-all solution.

Our process is based upon key steps, each having a definite role in achieving your results, but fully adaptable to your specific requirements.

### 1. Needs Analysis

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Beyond understanding merely the job description and experience criteria, we work to understand your company's field of business and its corporate culture; factors that will influence the profile of an ideal candidate.

### 3. Pre-Screening

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At Welsh & Associates the interview process transcends a traditional employment discussion. Not only do we search for information on the candidates' skills, technical abilities, and background, we seek insights into the individual's total professional profile with your company's specific requirements and desires in mind.

### 5. Recommendation

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We submit a "Talent Report" on each candidate we recommend for your evaluation. The Welsh & Associates "Talent Report" is a custom document based on the criteria we developed jointly with you. Its purpose is to save time, create efficiency and focus the activity of determining the best fit. The candidates you receive from Welsh & Associates are qualified, suitable not only for the position, but for your industry and your company.



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## SERVICES

Today's business arena demands flexibility, and so it is with staffing. Welsh & Associates can play a vital role in your hiring and staffing strategies. Whether you are looking to add to permanent staff, or are considering contract employment, we can help.

### Permanent Placement

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In traditional staffing scenarios we deliver efficiency to process through focused recruitment and pre-screening processes not commonly provided by staffing firms. This saves time and delivers highly qualified candidates.

We specialize in a number of key employment disciplines:

- Accounting and Finance
- Engineering
- Manufacturing
- Human Resources
- Information Technology

Our expertise and long standing history of community involvement combined with our extensive database and contacts help identify candidates who may not be on your radar.

Our services can be based on a contingency, or a retained search basis. Retained search may be the perfect solution for certain key executives or highly sensitive positions.

Let us help you define the profile of an ideal candidate and put our expertise to work in presenting candidates who fit your profile and help you build a greater company.

### Contract Services

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Another area where Welsh & Associates can be a resource to you is in the area of contract employment.

We can provide highly qualified professionals to deliver "skills on demand" without the commitment associated with permanent employment. We deliver flexibility and simplicity to meet your evolving staffing needs while controlling overall staffing costs.

Whether your needs for staff augmentation are temporary, seasonal or project based, talk to us about contract employment services.



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## QUALIFICATIONS AND CREDENTIALS

Welsh & Associates has decades of expertise in successful staffing. The firm's partners are staffing veterans, providing the level of professional services that has allowed our firm to be an integral part of our clients' success.

Welsh & Associates is a professional recruiting firm founded, owned and operated by Sheri Welsh. Sheri has over 15 years experience in human resource consulting/recruiting, purchasing, and sales. Her success has been built upon a solid foundation of ethical conduct and long-term, trusting relationships with employers and professionals, alike.

Welsh & Associates partner, Jerry Emrick, has over 20 years experience in a career that spans human resources, management, training, and sales including 17 years at the Upjohn Company. Jerry's recruiting success has been the foundation of client and candidate referrals.

Welsh & Associates director, Greg Schultz, brings 18 years of proven expertise in conducting highly effective retained searches. He has successfully conducted executive level recruitment on both a national and international basis for key executive positions. Greg's success is the link to a caliber of talent not available otherwise.



**Welsh & Associates, Inc. is a "Women's Business Enterprise" and certified by the WBENC.**



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## SUMMARY

### **Welsh & Associates is committed to your success.**

Our philosophy is to function as your partner in your quest to attract and employ the finest individuals possible.

Our mission is to provide relevant, suitable professionals though personalized, client-focused service and an ethical business foundation.

The combination of our experience in the human resources field and state-of-the-art research tools blends with our entrepreneurial spirit and our "roll-up-your sleeves networking" culture to deliver superior results.

Welsh & Associates offer a choice of employment solutions in providing candidates for permanent placement on a contingency or retained services basis for key executive positions, or contract services to fill strategic, time-sensitive assignments.

Regardless of your requirements, from a single placement, to an ongoing need for recruiting support, we approach your business with the same fervor for quality and personal service.

We hope we have given you an insight into our advantages and the ways Welsh & Associates can help build your company through quality staffing.

We look forward to an opportunity to serve you, to partner with you, and to play an essential role in your company's future.

Thank you for your time and interest in Welsh & Associates.

