



Introducing PSG

Transforming Talent Acquisition

PSG

PERFORMANCE
SEARCH
GROUP

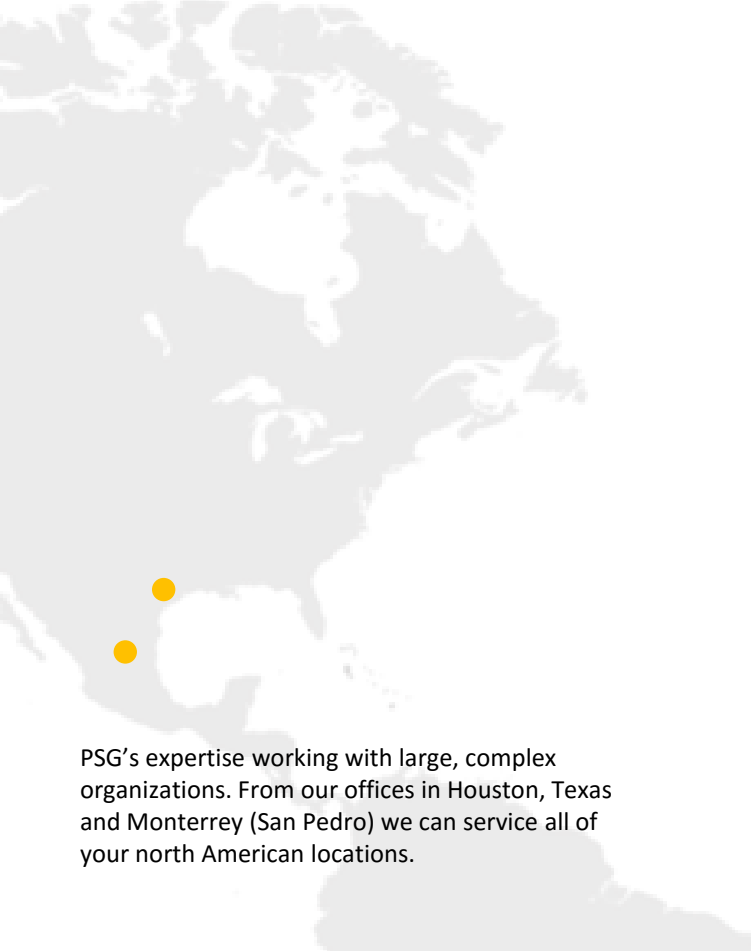
About PSG

Our Team

Performance Search Group is an established talent acquisition specialist.

Based in Houston and connected by its partner CPI to over 250 offices worldwide, PSG is an ambitious and fast growing staffing agency with top level clients, a talented staff and a wide network of professional engineering, construction and manufacturing professionals.

- Engineering
- Construction
- Manufacturing
- Project Management
- Health, Safety & Environmental
- Sales
- HR, Finance & Project Controls
- Non technical & Administrative



PSG's expertise working with large, complex organizations. From our offices in Houston, Texas and Monterrey (San Pedro) we can service all of your north American locations.



John Burke

COO

Co-owner and founding partner of PSG, John remains closely involved on key projects. He will act as executive sponsor for PSG's our client account.



Erinn McMahon

MD – PSG International

As the PSG MD/ Account Executive, Erinn manages all aspects of key customer relationships on a day-to-day basis. She works closely with client companies to understand their business models and culture to find solutions that promote the growth of your business.



Chris Tury

Vice President

Chris has years of experience structuring projects for efficiency and added value. He works with the recruiting function and client to ensure delivery.



Richard Spragg

Lead Recruiter

A twenty year recruiter in the engineering, technical and automotive markets, in Detroit, London, Calgary and Houston. Richard manages PSG's team of experienced, tenured recruiters.

PSG has a global strategic partnership with Career Partners International. As a leading specialist in talent management, CPI's global footprint and resources offer a strong match for PSG's local knowledge and mid level focus.

How we recruit

The PSG difference

1. Plan

Before we engage with the market, we enter a fully immersive planning process, making sure we understand every element of a career at our client. We will meet the key stakeholders, and create a project plan and timeline, understanding the job roles in detail:

- Technical requirements and experience
- Going beyond the job spec

3. Qualify

Potential employees are run through a rigorous qualification process to ensure they are a strong fit for our client, including:

- Initial screening
- In person interview
- Two PSG recruiters interview every candidate
- Background checks
- Assessment days, as required...

5. Fulfill

It's our job to make sure that you get your first choice candidate started as quickly and smoothly as possible. Fulfillment is about following through on all the work we've done together to make sure the candidate stays engaged and committed, whatever bumps appear on the road. We can't be successful until they start at our client.

Our methodology takes us deeper into the market, beyond job boards and job hunters, to the best sources of long term employees. We're looking for the people who will stay with you for the rest of their careers.

2. Identify

Based on the planning phase, we begin the task of finding and engaging fresh talent.

We place the emphasis of our efforts on passive candidates who are not actively engaged in looking for work. Your best potential employees will not be openly available on the job market. They need to be convinced that our client is the right place to take their career.

4. Engage

After the initial process of identification and qualification, we will supply three candidates for each open position. At this stage we engage your existing staff in the process, arranging on site interviews, assessments and working with your teams to identify the very best candidate for each position.

6. Retain

We will support your new hire through initial onboarding, assimilation and training. We brought you together; we want to help you stay together.

About PSG

Our Experience

Wherever our clients need innovative manpower solutions to deliver competitive advantage and cost savings, PSG can make a difference. Our programs reduce administrative burdens, increase access to key human resources and improve performance in staffing projects.

Recruiting

Key skills remain in short supply across the international market. PSG's recruiters give you access to the best talent to keep your teams fully staffed and your projects moving forward.

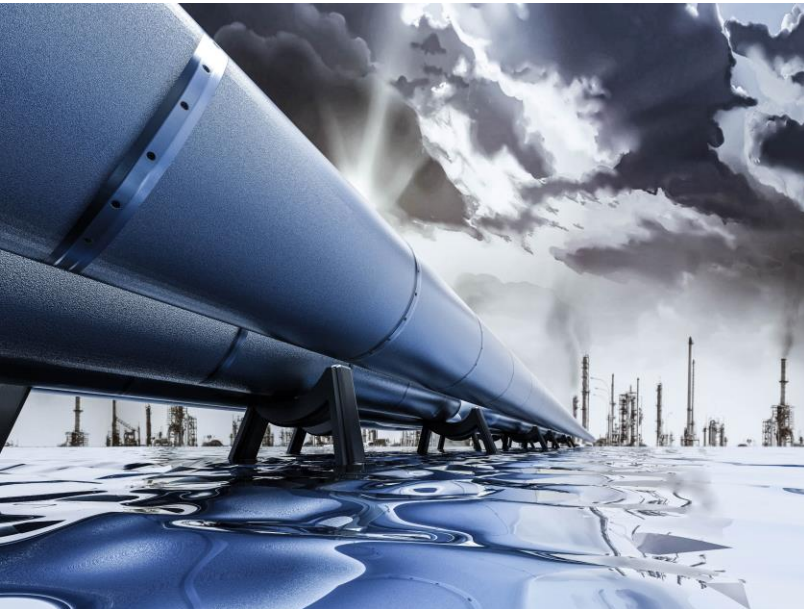
Executive Search

Sometimes regular methods won't bring you the exact person you need to fill more senior, specialist positions. Our recruiters specialize in deep-dig, passive sourcing.

Strategic Solutions

We also offer a range of services beyond recruiting, including strategic services that can help deliver all your project needs in close consultation with your teams. Ask us for details about our programs.

- Recruitment Process Outsourcing (RPO)
- Managed Services Provision (MSP)
- Vendor Management Solutions (VMS)



FCA
FIAT CHRYSLER AUTOMOBILES

TRON X



KINDER MORGAN

FMC

FRANK'S
INTERNATIONAL

CEMEX



PSG takes time to personally get to know the company, the leadership and the culture of the organization. They also become very acquainted with the candidates they present to make sure they are truly a fit for the position and the company. They also have the instinct & capacity to be looking for future talent for the company. It is a pleasure to work with them.

Fiat Chrysler Automotive

2000 Bering Drive
Houston
Texas
77057

+1 (713) 784-3197



PSG

Summary & Benefits

Working with PSG offers a number of key benefits to our client's recruitment efforts.

- An ongoing supply of fresh candidates
- Values based recruiting built on our client culture
- Expert recruiters reducing time input early in the process
- Cost savings through efficiency
- Fulfilment focus to reduce wasted time and increase speed to hire
- Lower turnover in early stages of employment

Next Steps

We would like the opportunity to meet you in person and discuss in detail what PSG could offer our client. Our team is available to present the detailed opportunities offered by a long term relationship with PSG.

Please call Erinn McMahan any time on +1 (281) 830 3130 or email erinn.mcmahan@cpitexla.com

Transforming Talent Acquisition