

We at Gman Business Resources, Inc. perform our searches the old fashion way; we work with extreme care, dedicated diligence and with the assistance of resources typically not available to “everyday” recruiters. Below is a very brief synopsis of our company process:

WHAT DIFFERENTIATES US?

- A. What differentiates’ us from our competition is our people!*
- B. We offer a personal commitment to provide out clients with results!*
- C. We offer a personal commitment to always give our best 100% of the time!*
- D. We offer a personal commitment to communicate & provide feedback on a regular basis!*
- E. We offer our personal commitment to become more consultative and not always trying to “sell” our services!*
- F. You CAN depend on us 24/7!*
 - a. You can have my work number, my cell number, and my home number, both of my Email addresses!*
 - b. I stay totally connected through my Blackberry for your convenience!*

1. WE DO NOT:

- a. Use the big boards to search for candidates, such as Monster and CareerBuilder
- b. Use outside recruiters in our searches, so that we can maintain control
- c. Waste your time
- d. Inundate you with “paper” or resumes.

2. WE DO:

- a. Listen and get an understanding on your needs, qualifications and requirements
- b. Specialize in the Midwest
- c. Utilize our proprietary data base of candidates that is current in excess of one hundred thousand (109,137) resumes from ALL career arenas
- d. Use our proprietary, behind the scenes search engine, to search for and identify candidates that are located in similar industries or industries for which you ask us to target
- e. “Spin the dial” every day. This means we are on the phone, truly searching for the best candidates for our clients. In many cases, prospective candidates didn’t even know they were looking for a change until we made the call and explain a new career opportunity to them.
- f. Learn about your company and “sell” all of the ambiances and reasons why they should consider a career change with you. This includes geographic changes also
- g. Maintain a high level of confidentiality
- h. Communicate all actions and reactions
- i. Remove a great deal of the work and pain in the process of searching for the “Just Right” candidates.
- j. Have a strong desire to provide premier customer service and personal attention
- k. Provide a DiSC® Personal Profile for all FINAL candidates to be utilized by you, as one additional tool in the decision making process.

- l. Help our clients identify common skills that all team members must possess for your company to fulfill its overall mission
- m. Assist you in hiring for tomorrow. If you choose a candidate that is “specific task today” they will be outdated soon.
- n. We search for the high achievers.
- o. We look for evidence of continued learning; growing; flexibility and that they are relationship builders.
- p. We look for high value and high integrity.
- q. Finally, we never stop searching and recruiting. Through us you will have bench strength and you can be confident that we are always networking on your behalf.

3. WE ARE:

- a. A husband and wife team
- b. Both with CPC designations. (Certified Personnel Consultants which is a national recognition through the National Association of Personnel Services: NAPS)
- c. A team with over 35 years of HR, Recruiting and Sales and Management Consulting Experience
- d. A team that cares a great deal about your business and both of our companies successes.
- e. A team that wants and will earn your business every single day!
- f. Absolutely the best recruiting team you will ever have on your team!

A Few Previous & Current Regional and National Clients Include:

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|---------------------------|---|
| 1. Amazon.com | Distribution Center Managers, Logistics, Supply |
| 2. Target Corporation | Distribution Center Managers |
| 3. SOR, Inc. | VP of MFG, Manufacturing Supervisor |
| 4. Great Western MFG | Design Engineers |
| 5. GMT Manufacturing | Design/Process Engineers |
| 6. Ryder Transportation | Business Development Managers |
| 7. Valesco Industries | Plant Managers, Lean Implementation |
| 8. Air Capital Machine | CNC Programmers |
| 9. Brown Cargo Van | VP of Sales |
| 10. Anderson Consulting | CPA, CFO, Consultants |
| 11. IBM | Learning, Knowledge, PeopleSoft |
| 12. Baxter HealthCare | CAPA Managers, Clinical Statisticians |
| 13. Avaya Communications | Telecommunications, IT & Data Executives |
| 14. Walters Buildings | Construction Center Managers |
| 15. Multiple Construction | Sales, Business Development & Executives |

We recruit as Generalist in most industries within the following theaters: Human Resources, Sales, Logistics, Supply Chain, Purchasing, Information Technology, Road Warrior Consultants and Executive Levels for all industries which include Managers, Directors, VP, CEO, COO, CFO AND Presidents.

Regards,

George F. Mancuso, CPC
President

Denise R. Mancuso, CPC
Executive Vice President