



In The Loop

A Newsletter for the Partners of GSG
November 2007

New Recruiting Resource Available

One of the most critical factors in building a successful investment or insurance program is to find and retain the best people. However, the recruiting and retention of staff for investment and insurance programs is a very specialized field of work. It requires an understanding of the needs of the financial institution, the nature of a commission and licensed environment and the current market compensation environment.

We are pleased to announce that GSG can provide a solution in this important area. We have added to the GSG team a seasoned recruiting professional who has specialized for the last 13 years in recruiting for financial institutions in the areas of investment, insurance, and other technically specialized positions. Rob Michalowski has been working with GSG over the past nine months on an outsourced basis and has located excellent candidates for our programs, in a timely fashion. We are very excited to bring Rob on our team to help us expand how we can assist credit unions in this important area. Rob will be based in Ann Arbor, Michigan.

Recruiting Service Options

Recruiting Support

This service allows you to add the technical expertise of the GSG team when you need to recruit personnel for your investment or insurance program. Following are the types of services provided:

- Interview CU Executives to structure position offering
- Work with CU HR to create job description(s)
- Work with CU personnel to recommend and finalize compensation strategy
- Present position advertisements for web or print media
- Work with CU HR to identify locations for ad placement
- Work with CU to evaluate need for use of outbound recruiting
- Recommend and hire headhunters
- Manage interaction with headhunters
- Screen all resumes from all sources
- Conduct initial interviews of potential candidates
- Coordinate securities/other background checks
- Recommend candidate finalists to CU for interview
- Work with finalists to assess interest
- Coordinate with CU HR on final offer letter
- Present/negotiate the offer with the final selected candidate
- Completed on-boarding of candidate including coordinating transfer of licenses

This service is priced at an economical flat monthly fee until the position is filled.

Candidate Identification

GSG has developed relationships with recruiters as well as built its own database to identify qualified candidates who match the credit union culture. In this service we focus on delivering qualified candidates for interview. We work with the credit union upfront to define the qualifications which typically include:

- Candidate interest in the position and willingness to interview
- Historical production levels
- Years of industry experience
- Licensing requirements
- Credit and compliance background requirements

This service is priced as a fee per qualified candidate delivered. In most markets we deliver a minimum of three qualified candidates.

Contingency Search

Contingency search assignments will be accepted in selected markets. Please call us to discuss your needs.

Other Recruitment Services

GSG has developed relationships with companies for posting of web-based advertisements and completion of background checks which may provide savings depending on the quantity of recruiting handled by the credit union.

Please forward this communication to those people in your credit union responsible for the investment or insurance programs.

For more information on the above topic, please feel free to contact:

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