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CLIENT SUCCESS STORIES



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When companies need talent, they turn to the recruitment team at AccruePartners to find it. We work with all types of companies around the world, ranging from small middle market to enterprise billion dollar organizations and highly advancing private-equity owned companies, sourcing candidates for all types of professional positions. We specialize in contract-to-hire, contract roles, direct hire and project-based solutions in:

- Accounting and Finance
- Information Technology
- Marketing, Digital and Creative
- Human Resources
- Financial Services
- Corporate Support

To demonstrate how AccruePartners can help your business, we present a round-up of case studies from some of our recent clients. Many of our partnerships extend 10 years or longer. Majority of clients utilize AccruePartners across several lines of business to leverage our recruiting assets for just in time recruiting and ramp ups. Just like we build strong relationships with candidates, we're always dedicated to our clients' success. **Invest in Relationships is one our core values.**



01

Accelerating Talent Acquisition for the World's Largest Equipment Rental Company

Many of the globe's biggest companies rely on AccruePartners for reliable talent solutions. Our \$17 billion client has over 20,000 employees across 1,200 locations in North America and Europe. They partnered with AccruePartners for our expertise in corporate support talent. AccruePartners has worked with this client for the past 2 years, **providing fast solutions for high-volume hiring needs within aggressive timelines.**



One major project our team delivered on was building the company's customer service, inside sales and response team. We worked with their team to build out the company's national customer contact center. Over the past 11 months, our recruiters secured **130+ high-quality placements** for the company, including 32 new hires in a single month.



To achieve success for this massive project, AccruePartners first consulted on hiring best practices and how to streamline hiring to ramp up corporate support operations quickly and effectively partnering with their leadership team and human resources for complimentary execution to their processes



Next, we built an internal account team dedicated to this client to increase hiring volume. We then developed FAQ resources and hiring process materials for candidates to increase transparency and make the process

Over the past 2 years, AccruePartners has also placed with this same client many high-profile professionals, including IT and technology professionals and workers in accounting and finance roles leveraging Accrue's other lines of business with efficiencies of understanding their business, processes and corporate culture. Those placements have also included titles such as Senior Director, National Contact Center; Managers and Supervisors. Also during the last 2 years many of our candidates have been promoted into new roles advancing their careers throughout the company.

Our goal is to place talented candidates who will continue to grow with the business. We do that through careful vetting and by matching candidates up with positions where they can use their strengths and be **engaged at work.**





02 Finding Top Human Resources Talent for a Large, Distributed Industrial Supply Chain Solutions Company

This client is a leading distributor of indirect industrial supplies to meet operations, repair, maintenance, and production needs. These products include cutting tools, hand tools, and abrasives.

The company also offers technical services, including safety equipment inspection, certification, maintenance, and solution design. They service industries including aerospace, automotive, heavy equipment, marine, petrochemical, oil and gas, transportation, mining, construction, food processing, and many more.



For the past 4+ years, AccruePartners has partnered to **source and successfully hire** top human resources talent. The company has more than 5,000 employees, which creates a need for experienced HR professionals to support the diverse workforce.

This client has offices in 40+ locations in 22 states. The distributed workforce creates unique HR challenges, including competitive talent pools and variances in salary expectations across geographic locations.

We recently filled 5 critical positions for their human resources department with highly educated, experience and technically skilled professionals that support achievements and growth across the organization within a rapid 6 months



To achieve optimal talent results, our experts educated the client's managers on current market compensation rates and addressed which talent levels are hireable based on current budgets while the market had significant pressures with the Great Reshuffle and compensation inflation abound.



Our recruiters **successfully negotiated compensation rates** for many of the roles and for other roles, we have been able to narrow down the primary skill sets required for each role to find talented candidates within the designated compensation range.



Our team looks forward to continued high-quality results in collaboration. The client has excellent communication, and its representatives are a pleasure to work with. That makes the process of finding the organization's talent that much more fulfilling and effective. Candidates presented by AccruePartners complimented our client on their responsiveness, communications and swift timelines to execute interviews, offers and onboarding.



03 Promoting the Strong Company Culture of a Large Equipment Manufacturer to Attract Top Talent

We work with one of the leading manufacturers of waste handling equipment in North America. The company is headquartered in Charlotte, North Carolina, and has more than \$800 million in annual revenue, has more than 2,000 employees, and operates 38 facilities throughout the continent.

They have **partnered with AccruePartners for over 10 years** to assist with hiring for its accounting and finance departments.



The company is committed to fostering a supportive and engaging corporate culture. Their leaders invest in growing their employees' careers. They're passionate about supporting their employees, both in their overall career journeys, and in making their time at the office meaningful and enjoyable.



Some of the perks working here provide workers include frequent raffles for prizes like TVs, concert tickets and tickets to Carolina Panthers and Charlotte Knights games. They also sponsor a NASCAR truck, which employees get to cheer on when they visit the track.

This past holiday season, they surprised employees with random days off to spend time with family or get caught up with holiday shopping. It's special moments like these that show workers how valued they are at the company.



During the hiring process, our recruiters clearly communicate the supportive culture employees experience and how the company supports work-life balance and career growth.

As a result of enlisting our experts to source talent and create a strong candidate pipeline, AccruePartners has provided:

- **72 placements in direct hire, contract-to-hire and contract roles**
- **16 placements at the Manager level or higher**

Placements work in areas including facility and administrative, marketing, IT, corporate support, and HR. This partnership exemplifies how AccruePartners deeply learns about clients to present value-adds in the most appealing way possible. **Our experienced team of recruiters** can find candidates for all types of diverse departments, in a variety of role structures.



04 Sourcing Talent for Diverse Types of Positions at One of the Country's Top FinTech Leaders

We work with one of the country's most recognizable personal finance apps. The innovative financial technology company provides free credit report monitoring and financial insights and advice to members.



For nearly the past 2 years, this client has worked with our team to source talent to join the company's 1,500+ employees. Recently, they needed to staff its entirely new Deposit Operations and EFT Fraud Specialist teams for the brand's new banking product. One challenge with the project is that because the company has a 12-month term limit for its contingent workforce program, issues like business continuity and retention were a concern.



So far, we have **successfully placed 90% of the new team**, with a focus on seamlessly transitioning current contract staff to a defined scope of work that's a fully-staffed department aligned to their directed quarterly business needs. Our highly dedicated, closely-held team that's responsible for recruiting, onboarding, and retention for this specialized client team. The hiring intent is to mirror their current program while adapting to volume needs.



Just like our client is constantly innovating in the fintech world, **our team adapts and evolves** to meet unique hiring needs. For any business that's moving between or among a variety of position types, from contract to full-time, we adjust to ensure a **seamless talent acquisition success**. This client partners with Accrue across IT, Marketing, Financial Services, Corporate Services and Accounting where we deliver consistency in our business systems and processes that reflect highly on the Talent Acquisition leadership for selecting a solid and invested total talent solutions partner for the business.

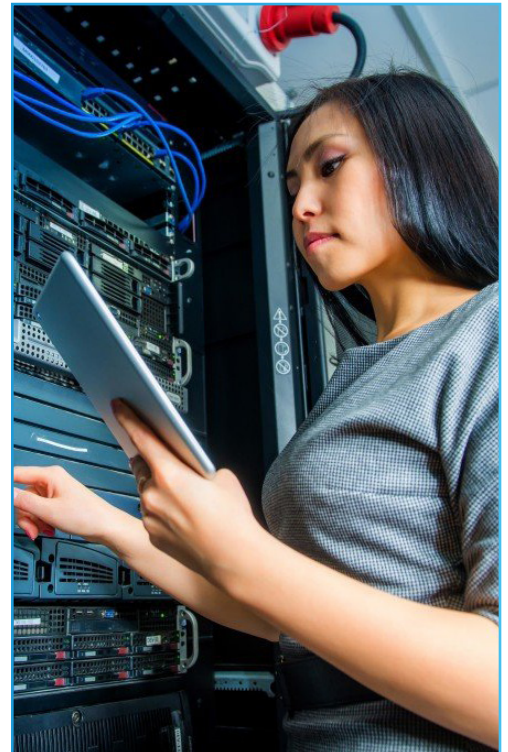


05 Finding Top Candidate Talent in a Competitive IT Professional Landscape for a Leading Manufacturing and Distribution Company

Securing information technology talent is one of the top challenges businesses in any type of industry face. According to the U.S. Bureau of Labor Statistics, employment in IT jobs is projected to grow 13% between 2020 and 2030. That's faster than average for all occupations.

IT pros typically command higher-than-average salaries, as well. In 2021, the median annual wage for IT professionals was \$97,430, compared to \$45,760 for all occupations and the Great Resignation and Great Reshuffle has these salaries increasing at a faster rate than market data reports. We partnered with the client with real time market analytics on recent placements to ensure they were going to the market at the top 10% of compensation available to win top talent.

That's why many companies turn to us to help with sourcing, attracting, and building relationships with the **best in IT talent**. A leading manufacturing and distribution company, with 5,000 employees, has partnered with AccruePartners to hire essential tech and IT positions for their business for the past 5 years.



Like many businesses, this client faces a difficult and competitive candidate market. The company also requires knowledge of niche functional programming technologies compressing the recruiting challenges



AccruePartners is constantly scouring the country for the top IT talent with specialized skills that clients like this one requires. Our recruiters also expertly source eager candidates who are willing to learn the necessary tools quickly to get the job done.



The results for this client? Since March 2022 alone, our team has **successfully filled 5 high-profile IT roles** for the client's business. Titles ranged from Group Manager, Cyber Security, IT Director, PMO Director to Developer. We utilize a collaborative process with this client to nail down the details each role requires, address any concerns, and provide accurate answers to candidate questions when needed.



That resulted in top IT candidates getting hired, onboarded, and contributing to the business more efficiently and effectively. Using the strong IT candidate pipeline we have developed over 20+ years in the IT recruitment industry, this client receives the IT talent solutions it needs when it needs them.

How Can AccruePartners Help Your Business?

Like the case studies here illustrate, AccruePartners helps businesses in a variety of ways. The recruiting firm provides solutions including the following.



Ongoing staffing

We'll work with you to create a strategic hiring plan based on your budget and workforce needs. We learn what types of candidates you need based on skills, experience and training.

Our ongoing recruitment efforts help us maintain a strong pipeline of talent for IT, finance, accounting, financial services, marketing, digital, creative, corporate support, HR and other professional areas. Whenever you need us, from executive hires, to talent for growing departments, we're here to assist.

The beauty of partnering with Accrue is that our clients rely on us across their corporate office for IT, Accounting/Finance, Marketing/Creative, Financial Services, Human Resources and Corporate Services with consistency in delivery processes with subject matter experts in each line of business.



Project solutions

AccruePartners provides customized project solutions for unique issues. You might need contractors to come on for a big short-term project, for example, or a key employee may be going on extended leave. We'll match candidates with relevant skill sets for your projects, in contract work, contract-to-hire positions and anything in-between.



Bulk hiring

Opening up a contact center? Expanding to new locations? AccruePartners has you covered. We can streamline the hiring process to hire the best talent for your business more quickly. We'll even help with offer execution, pre-boarding and whatever your business needs.

Contact AccruePartners for a Free Consultation

There's a reason why so many of the world's leading companies rely on AccruePartners for efficient recruitment and placement. We're true partners for our clients. Think of us as an extension of your business, doing whatever it takes to make your workforce talent a success.

You don't have to be a billion-dollar company to work with AccruePartners, though we do work with many. From SMBs to the largest enterprises around the globe, we'll develop custom solutions that work for your business and your budget.

Contact us for a free consultation.

Source

1. <https://www.bls.gov/ooh/computer-and-information-technology/home.htm>

