

GLOBAL TALENT SOLUTIONS

A Talent, Inc Company



← **“Where finding
TALENT is our JOB”**



Company Overview

Talent, Inc. with a industry trade name of *Global Talent Solutions Inc.* is headquartered out of Frazee, MN with additional offices located in the Minneapolis, MN and Fargo, ND areas.

The Owner / President, Brian Bigger has over 20 years experience in professional *recruiting and executive search* within the Agriculture, Biofuels and Renewable Energy industries. Our clients are companies of all sizes, ranging from small businesses to Fortune 500 companies (domestic and international).

Mr. Bigger started his recruiting career in 1987 with Management Recruiters, a corporate MRI office in Edina, MN. In 1996 he ventured out to start his own recruiting and executive search firm. The company is supported by an experienced Recruiting Coordinator and five dedicated Research Associates.

**Committed to Business Integrity,
Professionalism, Qualified Candidates, Quality
Client Service, Confidentiality & Dependability.**

**RECRUITING / EXECUTIVE SEARCH *Talent Solutions for:*
AGRICULTURE – BIOFUELS – BIOMASS – CLEANTECH – RENEWABLE ENERGY**

WHAT'S THE DIFFERENCE?

Global Talent Solutions is comprised of 24 + years of collecting candidates within the industries of Agriculture, Food, Biofuels and Renewable Energy; a data base made up of executives, professionals and technical specialists connected to our industries of focus. We manage our own database and are constantly updating and growing such a unique candidate log.

OUR NITCH:

We are unique from other recruiting companies because of our commitment to *never sourcing our candidates from job boards.*

We seek candidates who are matched with our clients through our industry database not from job boards or advertising. Frankly, we don't have to, as we truly have an effective means of finding serious and industry focused candidates simply at our fingertips.

RECRUITING/EXECUTIVE SEARCH

Talent Solutions for:

AGRICULTURE—BIOFUELS—BIOMASS—
CLEANTECH—RENEWABLE ENERGY

OUR INTEGRITY:

Global Talent Solutions has been committed to demonstrating integrity in how we conduct our business, and to maintaining the highest ethical standards. The decades-long relationships with many clients illustrate our record in delivering on this commitment.

OUR RESEARCH:

It all begins with our unparalleled global database of over 90,000 food, agribusiness, biofuels and renewable energy executives, professionals and technical specialists. But our research does not stop there. The professional network of our recruiters, basic research into target organizations, as well as thorough use of sophisticated, real-time research tools add depth as we develop a diverse list of potential candidates for our clients.

OUR COMMUNICATION:

We provide unsurpassed levels of personalized attention and insight to our clients including frequent communications and exceptional documentation. The President's experience and expertise make him a trusted advisor during the selection process through final negotiations with the successful candidate.

OUR GOVERNING PRINCIPLES:

To assure clients excellence, value, and integrity in our service, Global Talent Solutions:

- Accepts only assignments within the firm's scope of competence.
- Acts in full compliance with all state & federal laws & regulations, such as the Equal Employment Opportunity & Americans with Disabilities Acts.
- Establishes written understanding of the objectives, scope and specifications of the services to be provided prior to accepting the assignment.
- Holds in *STRICTEST CONFIDENCE* all information concerning the business affairs of clients & all others with whom we interact during the course of any and all assignments.
- Will not recruit nor cause to be recruited any person from a contracting client organization for a period of one year after initiation of the most recent assignment.

OUR GUARANTEE:

If the selected candidate is asked to leave/dismissed from the organization for reason of poor performance within 12 months of the date of hire, Global Talent Solutions will conduct a new search to replace this candidate for no additional fee.



OUR VENDORS:

We partner with a very select few outside vendors to do business with. They provide valuable information to our clients when it comes time to make a hiring decision and are at the expense of Global Talent Solutions. Our vendors of choice are:

- Global Safety Network, Inc. handles all of our drug screenings when a client request this service.
- EmployeeScreenIQ is our vendor of choice for sensitive background checks for key executives that may require more in-depth evaluation.
- PreciseHire performs our routine background checks when a client request items like MVR records, criminal records checks, social security verification, and credit reports.
- Personality Profiles, Inc. allows us to identify candidate personality traits to further evaluate potential applicants for our clients.

OUR TESTIMONIALS:

“I have been very pleased with Global Talent Solutions expertise and service. Global Talent Solutions provided a complete turnkey process for recruiting key executives for our green field project in Minnesota. I would recommend Global Talent Solutions to anyone in the Agribusiness or Renewable Energy sectors.”

President & COO
Fargo, ND Oilseed Commodity Processing Company

“I have used Global Talent Solutions for two different companies I have worked for. I was also hired by both of these companies by Global Talent Solutions. I have since used Global Talent Solutions to fill sales positions within our company. I would recommend Global Talent Solutions for your employment needs to bring top candidates to fill open positions.”

General Manager
Breckenridge, MN based Full-Service Grain Business

“I have used Global Talent solutions, both to find a position with my expertise as well as find someone with expertise in a particular field. I would highly recommend Global Talent solutions, for any employment needs. They are courteous and are very timely in response time.”

Commodity Manager
Colorado based Bio-Refinery



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