

The Talent Equity Group Difference



The correlation between talent and business results

Talent Equity Group (TEG) is a resource for private equity firms and their portfolio company investments to maximize enterprise value.

TEG provides Human Capital advisory and consulting services in conjunction with our Talent Acquisition solutions to provide for improved talent outcomes for your organization.

We recruit critical top talent for C-level and below as well as high-volume recruiting and programmatic sourcing for your talent needs across the entire organization. We tailor our solutions to your specific needs.

We have more than 30 years of success recruiting the very best talent positively impacting business outcomes. We proudly bring a wealth of experience and demonstrated success to each of our engagements. Different from the big search industry, TEG brings a more intimate experience with big search capability tailored to your needs across your talent requirements. **We get the job done!**



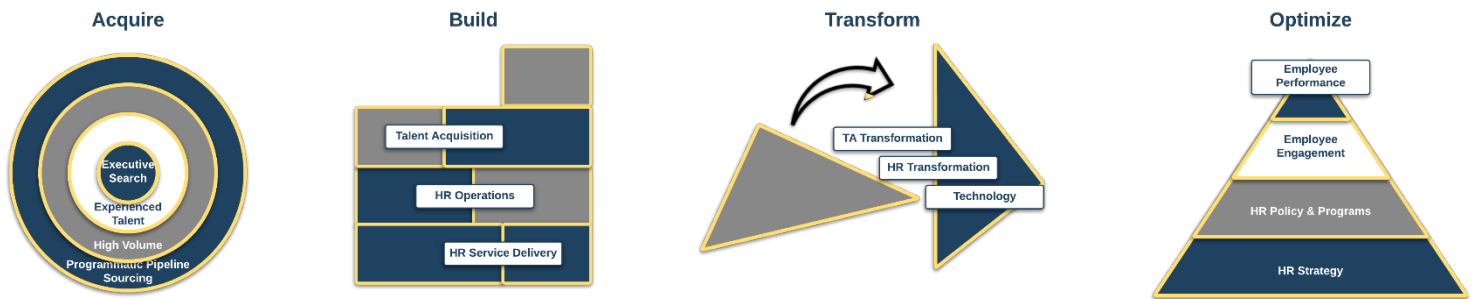
Our experience counts!

- We bring demonstrated expertise to the table
- Multi-industry experience
- A proven methodology, expertise, experience and capability to execute
- A disciplined focus on talent management, possessing a higher understanding of key talent profiling
- The passion and determination to see clients succeed!

Integrated Talent Solutions



Talent Equity Group provides solutions to help portfolio companies to meet both Talent Acquisition demands and Human Capital Management needs. Whether integrated HR solutions, recruitment engagements, or individual one-off projects, TEG can help you achieve your goals to maximize enterprise value with affordable solutions tailored to your business.



Human Capital Advisory & Consulting

- People & HR Strategy
- Organizational Design
- Workforce Planning
- Talent & Performance Management
- Employee Communications
- Employee Engagement & Culture
- HR Operations & Service Delivery
- HR Policy, Risk & Compliance
- HR Transformation
- HR Technology & Vendor Management

Talent Acquisition Solutions & Advisory

Executive Search: Leadership & Senior Management Roles

- Dedicated TEG search team working directly with senior management and HR
- Predictive Index (PI) cognitive and behavioral

Contingent Search: Mid-Level Manager and other Professional Roles

- Market talent engagement and intelligence
- TEG Talent Acquisition team working with TA teams and/or Hiring Managers

High-volume 'on the ground' Frontline Roles

- Competitor and transaction-related talent retention
- Project based and/or continuous pipeline sourcing



TEG specializes in Programmatic Sourcing


- High-volume sourcing for in-demand or continuous hiring pools
- High-volume funnel sourcing
- Digital Marketing Campaigns
- Social Media
- Candidate targeting to increase engagement
- Candidate pipelining
- Technology enabled

Need a Talent Acquisition or HR function built post an acquisition or spin-off?

Build + Operate + Transition (BOT)

TEG offers a unique model to help you implement a long-term solution while delivering on your current operating needs. TEG will:

- Develop strategy & execution plans
- Implement People, Process and Technology
- Hire and manage an experienced team
- Build out key data analytics & reporting
- Help create or improve employer branding
- **Manage ongoing operational delivery while building out the solution**
- **Transition of a fully built "turnkey" solution and team into the operating company**



Talent Equity Group
*Closing the gap between
boardroom strategy and
business results.*



Corey Roberts, Managing Partner and CEO of Talent Equity Group (TEG), and founder of the former RRD Partners, is a passionate visionary, who delivers what today's business landscape needs to outpace competitors. He is an entrepreneur and well recognized corporate talent strategist, with almost 30 years of experience providing winning solutions and building business success for numerous enterprises.

Aurora Coya, Managing Partner and Head of Managed Services. Aurora was most recently Global COO of Williams Lea TAG and has spent her entire career managing large, global outsourcing and enterprise services organizations. Prior to Williams Lea Tag, Aurora had senior-level roles with Keane, PeopleSoft and Fujitsu.

Jon Glass, Managing Director, Advisory Services, with 25+ years of executive HR leadership experience across all aspects of HR, Jon has worked with F500 to mid-market companies to help them achieve talent objectives and strategic business goals. A seasoned CHRO with recognized Human Capital Leadership and HR process expertise, Jon works with clients to help them reach the fullest potential through innovation, technology, thought leadership, transformation, operational excellence and collaboration to improve performance and productivity. He has global experience including three years in Mumbai, and has held HR roles at Credit Suisse, Johnson & Johnson, and Everyday Health.

Lisa Shephard, Managing Director, Talent Acquisition Advisory Services and Certified Predictive Index Expert, is global talent leader with 20 years of experience driving and delivering complex talent strategies for a range of companies and clients. She is experienced in Talent Acquisition strategy, process development, leadership, transformation and automation. Lisa works with clients to develop and deliver tailored TA solutions to achieve rapid achievements and long-term improvement.

Kortny Bushman, Director, Strategic Accounts, is a veteran Talent Acquisition leader who is passionate about helping clients achieve their recruiting goals. Kortny has expertise in all corporate and functional recruitment with a high degree of experience across multiple industries. She also leads recruitment for senior management and corporate roles including executive search. Kortny regularly partners with clients to find solutions in tough-to-fill markets.



About Talent Equity Group

Talent Equity Group (TEG) provides both executive recruitment and consulting solutions for PE backed, mid-cap portfolio companies. We deliver consulting services to improve the productivity of internal recruiting assets, executive search for critical roles including C-level, or turnkey RPO to operationalize a best-in-class TA function. Our solutions are designed to enable portfolio company leadership and operational teams to focus on planning, execution and the attainment of business results. Our managed services and advisory consulting works across multiple industry sectors bringing best practice processes and enterprise-level tools to our portfolio company clients in the area of talent strategy and execution. With locations in Phoenix, NYC and London, TEG operates domestically and internationally and has been in business for 25 years.