

Welcome to the Quarterly Newsletter for Vector Talent Resources. In each issue, we will bring you the latest Vector news in staffing, recruiting, partner events, staff highlights, media, and publications.



From the Corner Office

By Marc Berman, *President and CEO*

I hope that each and every one of you had a happy and healthy holiday season.

I want to start the new year off by providing you an overview of what Vector offers. I know that our recent acquisitions and new business lines might cause some confusion. We grew so swiftly this past year that even I get confused sometimes!

I've been reading a lot about the wonderful and prosperous year my competition, friends, and business associates had. I want to wish you all continued success in 2018! I really mean that, because I see how hard you all are working in your respective companies and I understand how challenging it can be.

That being said, Vector did not have the year I was hoping for regarding sales/revenue. But, as I noted, we made a lot of strategic moves and we have made a dedicated effort to grow exponentially in 2018. I love the decisions we made, and I have huge dreams for the coming year. We are going to spend this year aggressively reaching and exceeding the goals that our executive team has set to ensure that our clients, candidates, employees, and vendor partners continue to be proud of us.

Vector's core business is staffing. Hector, Michelle, and I have a combined total of over 75 years in the industry, and we believe that we have the strategy, methodologies, and tremendous rigor to compete with anyone out there. After all of these years in the industry, we have not only learned what to do but, most important, what not to do, what has given this industry such a "black eye." We are committed to improving this reputation by transparent communications, committed follow-through, and sincerely caring about the outcomes. I challenge my competition to do the same.

Today, Vector's core competency of recruiting has three business lines that we have honed and refined this past year. Within those lines, we have developed special teams of experts who focus on particular disciplines or industries aligned with our client and candidate needs.

- **Contingency Staffing** (flexible staffing to direct hire placement) – **TalentFLEX**: Our contingency recruiting teams are composed of experts within the following disciplines: HR/Recruiting – Marketing/Communications – Operations/Administration – Technology.
- **Outsourced Staffing** (recruitment process outsourcing) – **TalentRELAY**: Our outsourced recruiting teams are composed of experts within the following industries: Government Contracting – Hospitality/Parking – Health/Wellness.
- **Communications** (staffing to outsourced services) – **TalentMEDIA**: Our outsourced communications team is composed of experts within the following disciplines: Editing – Design – Social Media – Branding – Corporate Communications.

Together, Vector's teams provide comprehensive services for employers to attract, acquire, and attain greatness from talent that propels their businesses forward. We truly love what we do and the Vector family we have built. We are excited to grow our practice in 2018 and hope you will be a part of it!



PASS THE PROCESS BATON TO OUTSOURCE RECRUITING

Vector Talent's recruitment process outsourcing (RPO) services make it easy for companies of any size and budget to outsource recruiting. TalentRELAY offers a culmination of our internal talent acquisition best practices, custom-tailored to meet each client's recruiting initiatives and goals. Our RPO services make it easy for clients to opt for as much or as little support as they need to fit their budget and requirements. Available recruitment process outsourcing solutions include support for processes such as:

- **Recruitment Strategy and Candidate Sourcing**
- **Applicant Screening and Pre-Hire Assessments**
- **Interview Coordinating and Candidate Communication**
- **Compensation Negotiations and Onboarding**
- **Applicant Tracking and Reporting Talent Analytics**

Types of RPO Services to Outsource Recruiting Onsite or Off

- **Enterprise RPO**: All recruitment processes are outsourced; the Vector team assigned manages end-to-end recruitment across the business.
- **Hybrid RPO**: Part of the recruitment process or areas of the business are outsourced; the Vector team assigned works in tandem with the internal recruiting team.
- **Project RPO**: All recruitment processes are outsourced for a specific project or peak; the Vector team assigned works to complete a specific number of hires within a set duration.

Vector Commitment

Vector Talent raises the bar on staffing through our



Meet Michelle Businger, VP of Talent Services

You probably would have never guessed it, but our VP, Michelle Businger, is a small-town girl from the Midwest. She was born in Wahoo, Nebraska, and grew up in Hennessey, Oklahoma. Hennessey is so small that even today the population is only a little over 2,200.

Although from a small town, Michelle is from a big extended family. Michelle's mother is one of 10 siblings and her mother's family was all right there in Oklahoma. She still fondly remembers being able to ride her bike at night through town without worry because she knew she always had family close by.

Her love of family has easily transitioned to her own. She is the proud mother of two daughters. Her eldest daughter is the mother of her two adorable grandchildren. Her granddaughter is an excellent gymnast (maybe she'll aspire to be an Olympian one day) and her grandson somehow always finds a way to make grandma smile. Michelle's youngest daughter is a budding young artist in college in New England.

When asked about who her idols are and who she looks up to, Michelle didn't have to go far—it's her mom! Her mother has shown Michelle what it is like to be a strong, resilient woman. She's so thankful for everything her mom has taught her over the years.

Many of you may not know this, but the one thing Michelle would like to pursue (if she had some free time) is to learn ballroom dancing! Growing up in

commitment to being fully invested in our clients' goals and objectives. As a value-added partner, we provide and require full transparency in order to provide strategic full-service support for our clients' staffing needs.

To find out how TalentRELAY can help your business, contact us today at 703.639.2160 or info@vectortalent.com!

Hennessey surrounded by rodeos and swing dances makes her miss those happy times. Her hope is that ballroom dancing would give her a sense of nostalgia and at the same time would offer her the opportunity to learn something fun!

Michelle has shown us that hard work and dedication can truly pay off. She's been doing what she loves for more than 25 years now. She's got a passion for helping others and hopes that her work leads people to success.

Our Blog: Talent Talk

Each week, our Talent teams discuss topics ranging from staffing and recruiting to communications and publishing and sometimes even health and wellness.

Follow us on social media or [check out our website for the latest blog updates!](#)

LIFE AFTER THE CAP AND GOWN: THOUGHTS FROM A WORKING MILLENNIAL

This is part 1 in a series. From the time high school students walk off the graduation stage, they are bombarded with the question, "What do you plan on studying and doing with your life?" We come up with a different answer every time.... [READ MORE](#)



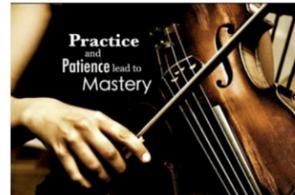
EXERCISE YOUR BRAIN!

Happy New Year! As is typical at the beginning of each new year, just about every other commercial on TV, in magazines, on billboards, and online will be about getting fit for the new year. Phrases like "Get Fit," "Get Active," "Join Now," and "New... [READ MORE](#)



PASSION IS A SIDE EFFECT OF MASTERY

This is part 3 in a 4-part series from "Do What You Love" Is Horrible Advice. "The myth of the virtuoso is also a problem," says Cal Newport, Georgetown University professor and author of *So Good They Can't Ignore You: Why Skills Trump Passion...* [READ MORE](#)



One of the best ways for us to tell you about what we do and how we do it is to show you. The following are real-life case studies involving some of our top clients and how we handled the challenges they presented us with.



IT SERVICES

This client is a woman-owned, small disadvantaged business (WOSB, SDB) delivering information technology (IT) services and solutions that protect and serve American citizens. Experienced in providing a broad range of IT services, with specialization in web-based application development and system modernization, database consulting...[READ MORE](#)



RPO SERVICES

Vector's TalentRELAY team was tasked to assist a large parking client with a well-known healthcare agency that employs nearly 400 associates. The client was disillusioned with the pace of the recruiting efforts and the agency's need escalated to nearly 100 open roles. The process was... [READ MORE](#)

VECTOR TALENT RESOURCES

Contact us today at 703.639.2160 or email us at info@vectortalent.com!

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