



www.CanonRecruiting.com

Table Of Contents

03	Introduction
06	Our Services & Solutions
08	Client First Relationships
10	Understanding Our Diversity
14	Contractor Population
16	Our Recognitions
18	Frequently Asked Questions
20	Contact Us





Introduction

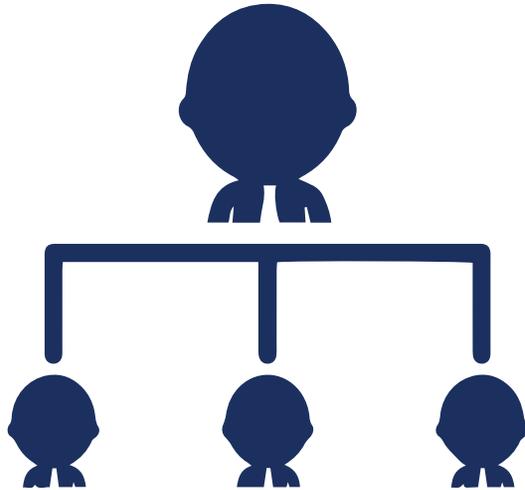


About Us

The Canon Recruiting Group, established in 1980, is a certified Women Owned professional recruiting, headhunting, staffing firm offering services devoted to the identification, evaluation, and recruitment of exceptional talent. In responding to our client's needs, we have developed a distinctive recruiting system which provides timely, cost effective solutions to critical human resource problems. The key to our success is a corporate philosophy and management style differing from our competitors in many significant areas.



Our Goals



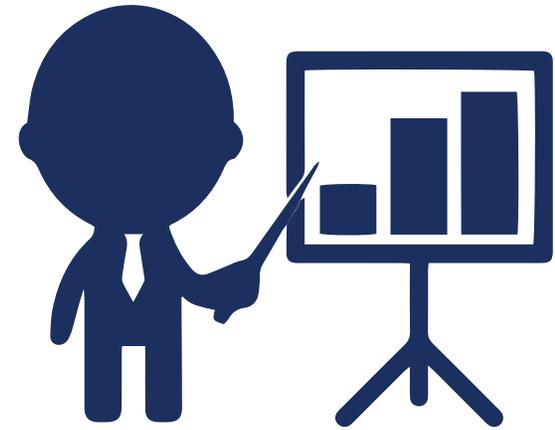
Workforce Diversity.

Recruit from a diverse, qualified group of potential applicants from all segments of American society.



Workplace Inclusion.

Cultivate a culture that encourages collaboration, flexibility, and fairness



Sustainability.

Develop strategies and initiatives to equip leaders with the ability to manage diversity, measure results, and institutionalize a culture of inclusion.



Services & Solutions

Our Services and Solutions

The Canon Recruiting Group is a top tier provider of Permanent, Executive, Contingent, and Temporary recruiting services. We also provide Accounting and Payroll services, marketplace intelligence reports pertinent to decisions regarding talent pools, salaries, and benefit evaluations. We are currently supporting Fortune 100 companies in the: Financial, Banking, IT/Technical, Energy, Marketing, Industrial, Accounting, Insurance, and Legal industries.

NAICS codes:

561311 - Employment Placement Agencies

561320 - Temporary Help Services

561312 - Executive Search Services

541214 - Payroll Services

541219 - Other Accounting Services

Servicing Regions

We are registered to work in all 50 states, Canada, and outlying US islands such as Guam, Puerto Rico, and the Virgin Islands. We have a successful 30 year track record in these regions providing top to bottom staffing for our clients.





Client First Relationship



Team Concept

Canon's Recruiters work on highly synergistic and competitive teams. The supportive and co-operative relationship which exists among the staff of Canon allows a more stress free work place to keep our focus on client's needs rather than internal competition.

Client First Relationship

We undertake each search assignment as a partner with our client and follow a carefully planned and confidential procedure to secure talented, highly qualified personnel. Throughout the search, we are in frequent contact with our client to discuss prospective candidates, share vital information about the job marketplace and competitive Intel, and receive the feedback necessary to insure that our efforts remain sharply focused.





Understanding Our Diversity



Diversity Statement

Here at Canon Recruiting, People are our priority, and we are committed to Include Diversity in every segment of who we are. It is only through our Diversity, we are made a stronger organization, and increase our ability to provide top tier candidates that our clients have come to know Canon for. We have an inclusive environment all employees are celebrated for their unique differences.

The different perspectives and experiences of our workforce give us the competitive advantage that is essential for success in an ever-changing market. By promoting inclusion with the same enthusiasm we devote to quality and competency, and using the experience from a diverse assortment of backgrounds and experiences, Canon is able to improve the services and value we deliver to clients, employees, and customers.

At Canon, Diversification and Inclusiveness are much more than a corporate ambition; they are a critical component in our daily corporate life.



Our Strategy to Attract a Diverse Workforce



Attending conferences, seminars, and workshops where we can connect with likeminded people.



Encourage recruiters to get their CDR certifications.



Foster early talent detection through the adoption of schools where there is a broad diverse student population.



Post advertisements and job announcements in locations, and through multiple technologies, that are likely to reach under-represented groups.



Generate and disseminate Workforce Diversity and Inclusion Reports to agency leadership conveying progress/status of organizational workforce diversity, in order to ensure that outreach and recruitment strategies are effective. Also, interact regularly with hiring managers and supervisors and make them aware of the agency's strategic human capital plan.



Create a diverse integrated recruitment team under which the recruiting function is centralized to plan and coordinate its campaigns. This central group works with agency contacts nationwide to take full advantage of local assets, including staff and managers who can serve as recruiters at local events.



Our Strategy to Increase Military Veteran Hiring



Identify the right social channels to reach, attract, and hire qualified veteran candidates



Understand the current challenges in military hiring that account for increased rates of unemployment among veterans



Know how to translate military jargon into civilian skills. Use veterans in your organization as mentors for new recruits. The mentors can help prospective employees translate military skills into skills that civilian employers will understand.



Utilize existing government and private initiatives. Websites such as Military.com, HireVetsFirst.gov, TurboTap.org, Helmets-toHardhats.org and USA-Jobs.gov. These are great resources for recruiting top veteran applicants.



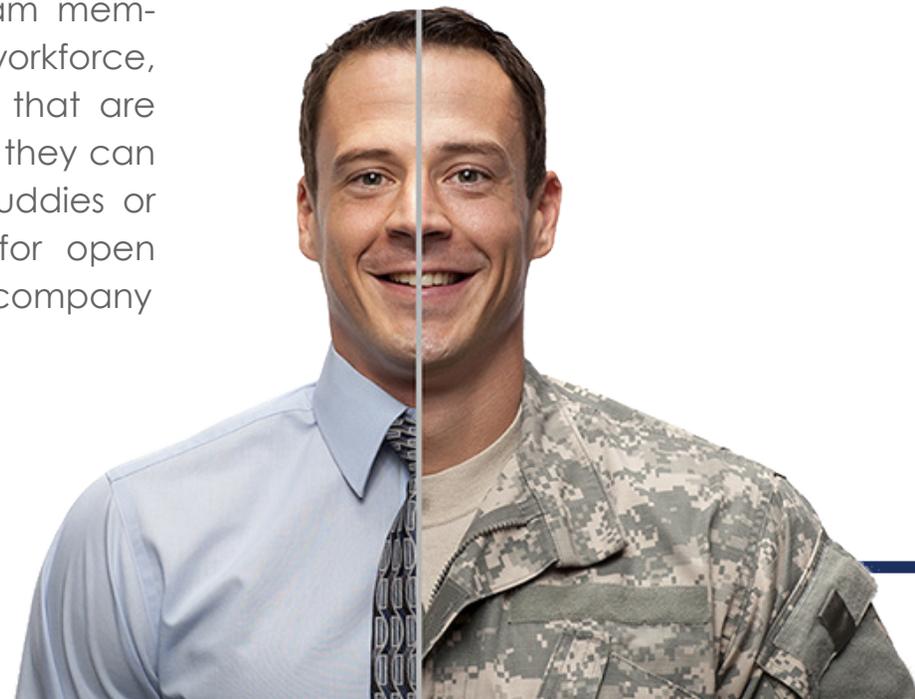
Work with Clients who have veteran friendly hiring programs



Leverage networks and your existing team members. Ask your workforce, especially those that are former military, if they can refer any unit buddies or other veterans for open positions in your company



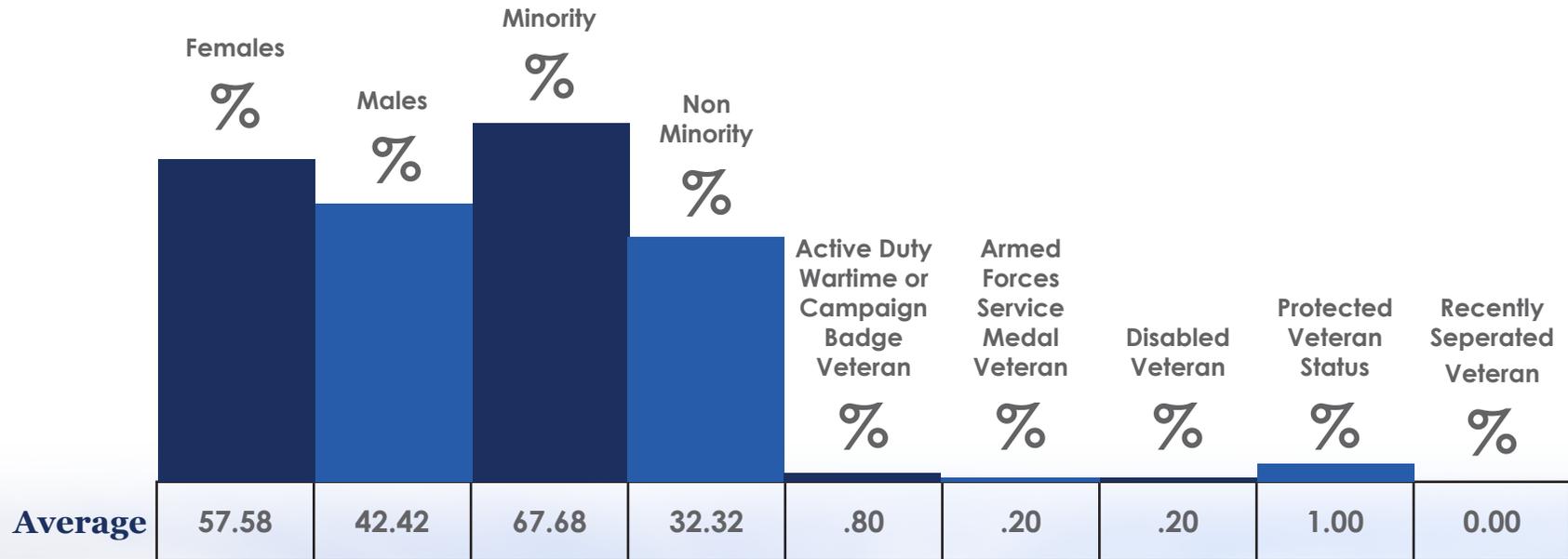
Learn what military candidates seek in an employer and how to effectively, and genuinely, share those values on social channels.





Contractor Population

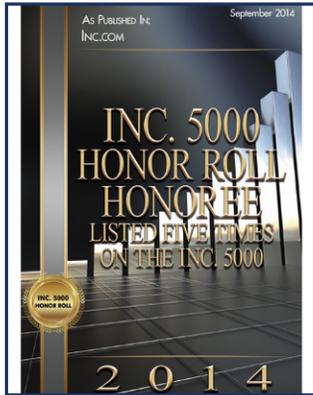
Contractor Population-EEOC and Veterans





Our Recognitions

Our Recognitions



Inc. Magazine has recognized the Canon Recruiting Group as one of the fastest growing Recruiting and Staffing companies in 2014, 2013, 2012, 2011, and 2010.



Crain's Chicago Business: Best Family Business Oct. 2014

RANKED Top 5

We have consistently been ranked in the top 5 suppliers with each of our clients, being recognized for speed and quality of candidates.



In 2013 the Canon Recruiting Group has been recognized as a Woman Owned Business by the Women's Business Enterprise National Council. Certification number 2005122102.



Los Angeles Business Journal: Top Executive Recruiting Firm Mar. 2013



Table 1. Estimated Monthly Sales

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Adjusted	1,200,000	1,300,000	1,400,000	1,500,000	1,600,000	1,700,000	1,800,000	1,900,000	2,000,000	2,100,000	2,200,000	2,300,000	2,400,000	2,500,000	2,600,000	2,700,000	2,800,000	2,900,000	3,000,000	3,100,000	3,200,000
Manufacturing	1,000,000	1,100,000	1,200,000	1,300,000	1,400,000	1,500,000	1,600,000	1,700,000	1,800,000	1,900,000	2,000,000	2,100,000	2,200,000	2,300,000	2,400,000	2,500,000	2,600,000	2,700,000	2,800,000	2,900,000	3,000,000
Marketing	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000
Not Adjusted	1,200,000	1,300,000	1,400,000	1,500,000	1,600,000	1,700,000	1,800,000	1,900,000	2,000,000	2,100,000	2,200,000	2,300,000	2,400,000	2,500,000	2,600,000	2,700,000	2,800,000	2,900,000	3,000,000	3,100,000	3,200,000



Frequently Asked Questions

Q When you are assessing a temporary candidate what is different from looking at a permanent placement? How have you been able to resist looking for the qualities you might have with a permanent person?

A We still assess people the old fashion way by asking many resume, history, education and experience questions. What we are looking to do is match actual qualifications with corporate culture. What we are trying to find is a person who has the skills to do the job, but that is the easy part. The hard part is talking to a person long enough to understand that they are going to fit into the environment. As we all know, every company has a corporate culture, every company is unique, and every company has a different take on how business is done. Finding that key quality and fine-tuning that skill vs. culture information is really, where our experience pays off.

Q Would you tell us a little bit about the range of positions?

A We are full service; we excel at the evaluation and recruitment of Banking professionals, Engineering, Administration, IT professionals, Insurance staff, Accounting, and Medical staffing.

Q How do you attract potential candidates?

A We are massively involved in social media now. We hired some very competent people who helped us with our Twitter feed, Facebook, and our ability to reach out through social media to connect with a nationwide workforce. Further, we operate in a more conventional sense. We advertise a large amount on many of the job boards like Monster, CareerBuilder and Ladders, so we do a lot of advertising in the conventional space. We still do some of the advertising old style in print and newspapers.

Q Put it all together. Why choose Canon Recruiting Group?

A We have invested a great deal of money into the kind of technology that allows us to keep track of tens of thousands of individuals through email and various social media. This comes with a great cost of technology and vigilance on our part. I frankly think there are very few companies out there that do it better than we do and do it more consistently than we do it. Our people take the tools that we give them and they apply them every single day to the benefit of candidates and to the benefit of our client companies.



Contact Us



Contact Us

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DUNS/SIC/NAICS:

DUNS: 14-469-7851

SIC: 73639907 Temporary staff service

73610101 Executive Placements

NAICS: 561312 Executive Search Services

561320 Temporary Help Services

Line of Credit: 5 million



One of the unique and appealing aspects of working with The Canon Recruiting Group is that our operation runs on what we like to call the 'total team concept'. Where everyone shares in success of all, our internal dynamic is synergistic and cooperative and that breeds a motivation for cooperative success which creates the best outcomes for our partners.

"It remains true that you can't build a great company without great people".

-Laurie Grayem CEO





Thank You