




RECRUITMENT
SERVICES

**EXPERIENCE
YOU CAN COUNT ON**



J|M|F|A

John M. Floyd & Associates



In a business based on relationships, the success of your financial institution ultimately comes down to the people you hire. From senior management to contract positions, we find the top talent to improve your bottom line, maximizing every opportunity to boost your performance and profitability.

HITTING THE MARK

The best candidates aren't always obvious at first glance. It takes time and expertise to uncover the perfect fit. That's why so many financial institutions today turn to John M. Floyd & Associates, the industry's premier recruitment services provider. With our rigorous evaluation process and industry insight, we hit the mark every time.

Our team knows the financial industry inside and out, including the latest on pay ranges, mergers and other variables. That knowledge—combined with proven search and recruiting strategies—consistently leads us to the most qualified candidates, backed by the strongest performance references and evaluations.

SAVING YOU TIME AND MONEY

We will customize your hiring solution—offering retained, contingency, contract or contract-to-hire options. Regardless of your needs, from C-level to temporary help or contract-to-hire positions, we offer a variety of hiring options. Depending on the type of search, you'll have a short list of high-potential candidates quickly, saving you time, money and resources. Rest assured, we will only present candidates who will truly fit your organization and fulfill your goals.

A BETTER APPROACH FOR THE BEST CANDIDATES

JMFA puts more into our search and recruitment process to bring you more qualified, high-impact candidates. We start with the basics, including background and reference checks, interviewing, detailed candidate presentations, preparation and assistance with client interviews, relocation coordination assistance, and contract negotiation.

Additional benefits that set our services apart include:

- ★ **Sourcing and recruiting techniques that cast a big net for high-potential candidates**, including a massive referral network, a national database of top performers, and recruiters as well as project managers experienced in each client's specific needs
- ★ **Strategic interviews** to assess each candidate's fit with your corporate culture, advancement opportunities, compensation, non-monetary incentives and other factors
- ★ **Candidate projects** completed by the prospects to learn more about their strengths, experience and interests, along with an assigned task for greater insight into their response to certain situations
- ★ **Financial analysis** to examine the financial impact the candidate made in previous positions
- ★ **Personality and profile testing** for an in-depth evaluation of leadership abilities, management style, and other attributes vital to the position



Top talent for your bottom line

**EXECUTIVE SEARCH
STRONGEST
GUARANTEE
IN THE INDUSTRY**

JMFA has spent more than 35 years partnering with financial institutions of every size—we know from experience what makes a successful performer at every level. And we know where to find the best talent, and fast, saving you time and money and keeping you on track to reach your goals.

TOP PROSPECTS FOR YOUR HIGH-LEVEL POSITIONS

With more than 150 years of combined recruitment experience and a massive referral network, we are uniquely positioned to quickly locate highly qualified C-level and senior management candidates to carry out your vision. And we back it with the strongest guarantee in the industry.

A LASTING IMPACT ON TEMPORARY NEEDS

When you need specialty skills, we'll find you the best available. Whether you're looking for one person to supplement your internal staff, or an entire project team, we can help. We also provide temp-to-hire options.

Regardless of your search needs we can help your institution fill a range of positions including, but not limited to, the following areas:

- ★ *Technology (internal and external systems)*
- ★ *Accounting and Finance*
- ★ *Operations*
- ★ *Lending*
- ★ *Compliance*
- ★ *Risk Management*
- ★ *Marketing*
- ★ *e-Commerce*
- ★ *Human Resources*
- ★ *Internal Audit*

JMFA SERVICES INCLUDE:

- ★ **Executive and senior management placement**
- ★ **Board of directors recruitment**
- ★ **Non-managerial positions**
- ★ **Contract project services**
- ★ **Temp-to-hire positions**
- ★ **Outplacement services**
- ★ **HR consulting**

When you're ready to find the right staff—whether it's a board member or contract hire, contact us at **866-264-5017** or **info@JMFA.com**. Let our experience work for you.

FOUR LETTERS. INFINITE POTENTIAL.



JMFA OVERDRAFT PRIVILEGE® • RECRUITMENT SERVICES • JMFA CONTRACT OPTIMIZER
REVENUE ENHANCEMENT & EXPENSE MANAGEMENT • PROCESS IMPROVEMENT
BUSINESS STRATEGIES & PLANNING



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