

## Why is GRN Hudson Valley different?

**We do not 'troll' the internet for candidates.**

We earn our fees by finding candidates our clients cannot find on their own by looking in both the passive and active markets.

**We specialize in the Manufacturing and Distribution industries.**

We can identify the right candidates because we work with talent inside our industry daily. Many recruiters will offer to do a search for you; however, they do not know the industry like we do and therefore cannot identify and qualify the best candidates.

**We do not use junior-level people to screen candidates.**

We won't cut corners on professionalism. We attract and motivate highly qualified candidates by making sure they are always dealing with a professional who can interact with them on their level and who possess real knowledge and insight regarding the client, the job, and the hiring process. High achievers who won't give other recruiting companies the time of day, enthusiastically talk and work with us.

**We know as much as we can about our clients - rather than as little as we need to.**

We don't subscribe to the "time is money" dictum. We believe that the more time we spend at every step of the way, the more mutually successful we are. Extra effort spent at the beginning of a search making sure that we truly understand the company culture and the client's needs and wants result in time and expense saved for our clients throughout the rest of the process.

**We are very selective and strategic.**

For most new searches, we assume that we will talk with 80 to 100 people to find the 1, 2 or 3 who would be stand-out performers and who will be excited to accept the position if offered. Many of our clients consider us the first interview in the hiring process. We are not "résumé shufflers." We are matchmakers.

**We positively market our clients and their opportunities.**

This is tremendously important in getting talented people to become candidates and keeping them highly motivated throughout the courting process.

**We do not accept an assignment unless we are fully committed to work it.**

GRN Hudson Valley partners with companies and become an extension of the hiring manager. We are a consulting firm and trusted advisor to our clients. Most 'recruiting services' accept any assignment but work on only a fraction of them; leaving many positions unfilled or ignored. Our firm holds a strict measure of success and strives to engage and retain our client partners. If we cannot fulfill a placement, we tell you up front!

Contact us today to discuss how we might partner with you!