



- Founded in 2018 by two Air Force Senior Non Commissioned Officers, Wingman Recruiting Solutions is a 100% veteran owned and operated small business, specializing in veteran recruiting
- Our guiding principle is to represent our clients as trusted business partners and to advocate for our candidates
- Our focus is recruiting candidates that meet client technical and cultural fit expectations

### Company Profile

- With each consultant averaging more than 15 years of search, sourcing and interviewing experience, we are experts in our craft
- For every search, Wingman assigns a team of one Senior Recruiter and one Project Manager
- All of our recruiters are military veterans with access to military installations across the DoD

### Company Data

DUNS: 105669087

CAGE CODE: 561312

NAICS:

561312 - Executive Search Services

541612 - Human Resources Consulting Services

561311 - Employment Placement Agencies

611430 - Professional & Management Development Training



Contact information

(877)973-6787

www.wingmanrecruitingsolutions.com

## CAPABILITY STATEMENT

### Core Competencies

- ❖ **Direct Hire:** Precision recruiting to place management or highly skilled technical roles into long-term positions
- ❖ **Project Support:** Recruiting support on an as needed basis to assist in recruiting pre/post award of contract
- ❖ **Contract Recruiting Support:** Full time support and responsibility of recruitment process to meet company hiring demands for specific time period
- ❖ **Recruitment Consulting:** Customizable solutions to assist organizations in all realms of recruiting processes
- ❖ **Veteran Recruiting:** Vetted pipelines of highly qualified veteran candidates

### Recent Past Performance

- ❖ **Sonoran Technology:** Contract recruiting support and consultative services for DoD contracts
  - 30+ roles filled in Aircrew Support and IT
- ❖ **CyberClan:** International direct hire services focused on Cyber Security professionals in the private and public sector
  - Multiple highly technical roles filled under 21 days
- ❖ **ASJ-IT Services:** Direct hire services for DoD contracts
  - Senior Aviator Support and IT roles
- ❖ **Metro Accounting & Professional Services:** Contract recruiting support for DoD contracts
  - Healthcare and Administrative support roles

### Differentiators

- ❖ Recruiting Staff with in multiple locations with over 100 years of combined military experience across multiple disciplines
- ❖ Full Spectrum Candidate Screening: personality assessments, background checks, security clearance verification
- ❖ Expertise in veteran recruiting with strategic partnerships across the DoD/veteran community
- ❖ Unique talent pool; candidates sourced via methods that cannot be bought or built without our proprietary access and years of networking effort
- ❖ Average job fill rate is less than 21 days
- ❖ DoD Skillbridge Facilitator

## Our Process

### Job Requisition:

- Coordinate with HR to receive job description and ideal candidate profile
- Understand clients priorities, process and all pertinent information

### Search and Recruit:

- Source resume databases / internal databases
- Advertise on Wingman LinkedIn page/ Website
- Engage internal DoD channels and strategic partners
- Promote jobs at recruiting events

### Screen:

- Thorough vetting process in place to make sure client technical and cultural requirements are met

### Submit, Assist & Coordinate:

- Resumes submitted in standardized format to meet client expectations
- Partner with HR to coordinate interview

### Placement:

- Partner with HR to extend offer or notify of non selection
- Coordinate with new hire for background check, physical and any other conditional requirements

### Invoice:

- Invoice sent according to Pricing Matrix

Hiring the right employee is critical to the success of any organization. We aim to be your trusted business partner and "Wingman" by providing world class recruiting services.

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## Pricing Matrix

	Option 1	Option 2	Option 3	Option 4
OPTIONS	Contract Recruiting Support 60 Day	Contract Recruiting Support 90 Day	Contract Recruiting Support 120 Day	Flat Rate Contingency Direct Hire
DETAILS	<ul style="list-style-type: none"> <li>• Rolling support: direct hire (Max X job requisitions), project support, pipeline building, outreach &amp; targeted marketing</li> <li>• One Senior Recruiter &amp; one Account Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Rolling support: direct hire (Max X requisitions), project support, pipeline building, outreach &amp; targeted marketing</li> <li>• One Senior Recruiter &amp; one Account Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Rolling support: direct hire (Max X job requisitions), project support, pipeline building, outreach &amp; targeted marketing</li> <li>• One Senior Recruiter &amp; one Account Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Flat rate charged based on annual salary of hire</li> <li>• Payment contingent upon successful placement</li> </ul>
TIMELINE	• 60 Days	• 90 Days	• 120 Days	Most individual job requisitions filled within 30 days
INVOICE	<b>Scalable Pricing Solutions Contact for Details</b>			
NOTES	<ul style="list-style-type: none"> <li>• Hourly rate available upon request, min 30 hrs</li> <li>• Job requisition review prior to final pricing</li> </ul>			

- ❖ Client retains all candidates for Contract Recruiting Support
- ❖ Collaborative candidate tracking software shared with client
- ❖ Custom monthly recruiting reports
- ❖ 90 day candidate guarantee on all Contract/Contingency options

## Reviews



**Glenn Williams**  
Program Manager-Sonoran Technology

"In my opinion, Wingman Recruiting is a great match for small to medium size companies looking to grow. Fair pricing, they worked with a sense of urgency, were very responsive and exceeded all expectations with their candidates."



**Michael Daggett**  
U.S. Air Force Veteran

"Hands down the best recruiting company for Veterans to partner with! They helped me find my ideal job as I transitioned out of the military. I would refer Wingman Recruiting to any Veteran"



**Natalee Green**  
HR Director-Cyber Clan

"Wingman Recruiting has been a true business partner. Our company has used their services consistently to provide the highest caliber candidates to fill highly technical roles."

