

## Core Capabilities



FM TALENT HELPS YOU  
**RECRUIT THE RIGHT PEOPLE SO  
 YOU CAN GET MORE DONE.**

## 3 KEY RECRUITING SERVICES

1

### Permanent Placement

We help you find and hire the right people from entry level to executive to join your team.

2

### Staff Augmentation

We help you find and hire the right people at all levels of expertise for your short- and long-term projects. (3+months.)

3

### Outsourcing / Managed Services

Access the right people through our broad team of seasoned consultants and leverage deep subject matter expertise to solve your business challenges.

### WHY FM TALENT?

- Trusted partner for nearly 20 years
- National footprint
- Proprietary recruiting methodology called "Fast Track"
- High impact diversity recruiting
- Integrative Project Management Methodology
- Certified ISO 9001-2015 Quality Management
- Continuously rated highly by both clients and employees
- 2021 Top HR Consulting Firm-Awarded by HR Tech

### PROFESSIONAL RECRUITMENT FOR FORTUNE 500s TO STARTUPS

#### Industries include:

- Financial Services
- Insurance
- Healthcare
- Technology
- Communications/Media
- Legal
- Hospitality
- More

## Sample Customer List



Certified by





## Project Summary

**FM Talent Source, LLC (FM Talent)** is a certified Woman-Owned Small Business (WOSB) and Minority Business Enterprise (MBE) professional services firm that provides business and workforce solutions to help organizations across the country conquer essential business obstacles in financial management, grant management, and human capital strategy. We are bridge builders that unite companies with solutions and people with opportunities.

### How We Serve

Our team works with a wide variety of public and private clients to provide tailored solutions that fit their specific needs. We employ experienced, qualified, and credentialed personnel who can make the difference in reaching your goals. **As a results-driven, performance-based and customer-focused collective, FM Talent can assist in meeting your business objectives and goals.**

### Financial Management

**Forensic Auditing:** Our forensic audit services provided an invaluable service to the customer and the FBI in this high-profile investigation. Our team of experienced and skilled professionals conducted comprehensive risk assessments and independent research and analysis to uncover irregularities in government grants worth over \$900,000. Our comprehensive engagement included collecting and analyzing data from regulatory, financial, programmatic, managerial, ethical and public policy perspectives, as well as interpreting broadly stated or specific legal authorities, regulations, policies, and objectives for Council-funded programs. Our comprehensive findings were reported on by Washington Post, and our team provided invaluable expertise in presenting and defending analyses and conclusions in a high stakes environment.

**Internal Auditing:** FM Talent provided an independent audit and assessment of the procurement organization, to identify any weaknesses that might preclude them from efficiently carrying out their function. FM Talent was contracted to review internal controls to ensure budgeted dollars were spent in a judicious way. Specifically, we deployed a comprehensive yet flexible framework and approach that is time tested and proven through our work with federal and commercial entities. It included: assessing the current state and identifying relevant processes; documenting design and evaluating critical processes and controls; designing solutions for control gaps; implementing solutions for control gaps, and reporting. Iterative in nature, our approach focused on continually improving the internal controls environment within the organization while maintaining compliance with the relevant guidance.

**Budget Transformation:** FM Talent is a trusted financial consulting advisor and SME, providing essential budget transformation services to the OCFO, Capital Planning and Investment Control (CPIC) group. Our team leads the overall day-to-day operations and integration of Budget Execution, IT Portfolio Management, and Financial Management Division Support Programs. Our staff is deeply invested in core financial management activities and business process improvements, such as compiling and maintaining historical expenditure records, conducting trend analysis, and tracking allocated, obligated, capitalized, and expended funds. Our team also assists in setting priorities for spending requests and making recommendations to modify budget out-year projections and requests additional information from OCIO. With FM Talent's comprehensive budget solutions services, the OCFO, Financial Review Board, and Budget Formulation and Execution team with the necessary information to stay within established spending plans and make informed decisions.

**Statistical Analysis:** FM Talent provided statistical analysis services related to improper payment estimates for disbursements related to goods and services (contracts). Using a sample selection, we designed and documented a sampling and estimation plan. The plan was supported by accurate statistical formulas, tables, and additional materials to demonstrate how the sampling and estimation would be conducted and the appropriateness of those statistical methods for the program. The aspects outlined in detail were included: (a) Probability Sampling; (b) Assumptions about the amount of Improper Payments; (c) Appropriate Sample Sizes; (d) Precision; (e) Sample Design Documentation; (f) Documentation of Estimation Formulas; and (g) Updates and Changes to Agency Plans.

### HR Support

**Recruitment Process Outsourcing (RPO):** FM Talent provides partial and full outsourcing services and support for our customers internal recruiting functions. These services include requirements gathering, strategy development, sourcing and screening, interviewing, offer process, credentialing and background checks through the onboarding process. Having performed this specific service for almost 20 years, we have successfully developed and refined our methodology, processes and tools to deliver on average a reduction in the to fill openings by ~30%.

**Training and Development:** FM Talent assess the needs of our clients to determine the best training approach and develop a comprehensive training plan. Our team of experienced trainers design and customize training plans to meet the specific needs of our clients while delivering an engaging, effective and interactive training experience. We use a variety of approaches, such as classroom instruction, web-based training, and self-directed learning to ensure our clients receive the best possible learning experience. Once the training is delivered, we conduct a comprehensive analysis to ensure the training was effective and to identify areas for improvement. We work closely with our clients to ensure their training and development needs are met in the most efficient, effective and enjoyable manner.

**Organizational Development:** FM Talent has helped organizations design for success. We leverage best practices, explore new approaches, and develop strategies to optimize the organization's structure and staffing. Our approach includes designing roles and responsibilities, assessing organizational capabilities, analyzing processes and systems, and creating plans to ensure effective implementation. We also provide expertise in workforce planning, succession planning, and team building. Our consultants have extensive experience in designing and leading large-scale organizational change initiatives, as well as designing and implementing policies and procedures to ensure successful implementation.