



FORTIS

CONSULTING GROUP LLC



ACCOUNTING & FINANCE RECRUITING



OUR MISSION

■
FROM ACCOUNTING
CLERKS TO CFO'S,
FORTIS CONSULTING
GROUP IS COMMITTED
TO PROVIDING
STAFFING SOLUTIONS
TO OUR CLIENTS
WHILE STRIVING TO
ADVANCE THE
CAREERS OF THE
PROFESSIONALS
WE REPRESENT.



EXCEEDING EXPECTATIONS



At Fortis Consulting Group LLC, we constantly strive to exceed the expectations of our clients and candidates. In order to accomplish this goal, we focus on two key areas: our professional staff and the standards under which we operate.

PROFESSIONAL RECRUITING STAFF

No other recruiting firm understands the profession as well as we do because every recruiter at Fortis has an accounting or finance background. Our staff includes:

- *Certified Public Accountants (CPA)*
- *Certified Management Accountants (CMA)*
- *Certified Financial Managers (CFM)*
- *Masters of Business Administration (MBA)*
- *Big 4 Public Accountants*
- *Professionals from private industry*
- *CPA Review Course Instructors*
- *College Accounting Professors*

With this experience, we are able to see beyond a resume and match the right candidate with the right career opportunity.

RECRUITING STANDARDS

In order to provide the highest level of service, Fortis operates under strict recruiting standards.

- *Fortis meets every candidate that we represent*
- *Reference checks are performed on every candidate*
- *Fortis always acts in the best interest of each candidate and client*
- *Fortis is always honest and professional*

FORTIS SPECIALIZES IN THE RECRUITMENT OF ACCOUNTING AND FINANCE PROFESSIONALS. OUR SERVICES INCLUDE:

- PERMANENT PLACEMENT
- TEMPORARY STAFFING
- LONG-TERM CONSULTING ASSIGNMENTS
- OUTPLACEMENT SERVICES
- EDUCATIONAL PRESENTATIONS
 - HIGH SCHOOLS
 - COLLEGES
 - PROFESSIONAL ASSOCIATIONS



FORTIS REALIZES THAT A TRUE CLIENT RELATIONSHIP IS A PARTNERSHIP. IN ORDER TO ESTABLISH THIS TYPE OF RELATIONSHIP, WE PUT FORTH THE HIGHEST LEVEL OF COMMITMENT IN PROVIDING STAFFING SOLUTIONS.

STAFFING SOLUTIONS

Fortis maintains the highest level of commitment in providing staffing solutions. The first step of each search is to understand the client's strategic vision and corporate culture.

This knowledge is obtained through:

- *Extensive client research*
- *Discussions with client personnel*
- *Visits to the client location*

Once we understand the client's needs, a search is conducted using our comprehensive proprietary database and our extensive professional network.

Each candidate that is presented to a client has been met by a Fortis recruiting specialist. During this meeting, we evaluate the candidate's educational background, work history, relevant skills and desired career objectives. The time we invest in this meeting eliminates unqualified candidates.

In addition, Fortis always discusses the position and company with each candidate before submitting a resume. This prequalification eliminates uninterested candidates and duplicate submissions.

TEMPORARY STAFFING

FORTIS TEMPORARY SERVICES

Fortis Temporary Services is the leader in specialized accounting and finance staffing. From data entry clerks to interim CFO's, Fortis can meet your changing staffing needs.

Temporary employees benefit clients in a variety of ways:

- *Maintain workload flexibility*
- *Operate more efficiently through the strategic use of financial project consultants*
- *Reduce costs associated with hiring, training and administration of permanent employees*
- *Maintain optimal personnel levels while eliminating the cycle of layoffs and rehiring*

Fortis Temporary Services understands that unexpected projects, unforeseen deadlines and unplanned vacancies may create immediate needs within your organization.

We will search our extensive database and contact you within 24 hours to give an update on the status of the search. In most cases, we will be able to provide you with a selection of candidates within hours of your call.

Our temporary consultants augment your core permanent employees in order to meet your changing personnel needs.

IN TODAY'S ECONOMY, COMPANIES NEED TO BE ABLE TO RESPOND QUICKLY AND COST EFFECTIVELY TO WORKLOAD FLUCTUATIONS. A KEY SUCCESS FACTOR FOR BUSINESSES TODAY IS KNOWING HOW TO STAFF APPROPRIATELY.





CAREER MANAGEMENT

Fortis recruiting specialists treat each career search as if it was their own. The process starts with a career management meeting. In this meeting we discuss each candidate's skills, interests, search criteria and career goals. From that discussion, we develop a resume that best represents the candidate's marketable skills in a clear and concise manner.

Fortis recruiting specialists also prepare each candidate for the interview process by covering:

- *the "do's and don'ts" of interviewing*
- *information about the client*
- *a description of the specific opportunity*
- *a review of the candidate's strengths and accomplishments in order to develop well thought out interview answers*

When an offer is extended to a candidate, Fortis revisits the goals and strategies discussed during the initial career management meeting to ensure that the opportunity is appropriate. Advice is given regarding the offer, resignation and completing the career change.

Although many recruiting firms look at the placement as the end of the recruiting process, Fortis maintains communication with each candidate to ensure success in the new position.

**FROM FINDING NEW CAREER OPPORTUNITIES TO GIVING
ADVICE ON HOW TO SUCCEED IN A CURRENT POSITION,
FORTIS' GOAL IS TO ASSIST EACH CANDIDATE IN BECOMING
A MORE VALUABLE ASSET TO A COMPANY AND A MORE
SKILLED PROFESSIONAL.**

IT'S YOUR MOVE... FORTIS CAN HELP



**WHETHER YOU ARE LOOKING FOR A NEW CAREER
OR HAVE STAFFING NEEDS, EXPERIENCE THE
DIFFERENCE FORTIS CAN MAKE FOR YOU.**

An aerial, high-angle photograph of a large-scale board game, likely a business strategy game like Risk. The board is composed of numerous green and blue squares. Several miniature figures of business professionals in suits are scattered across the board, some standing on squares and others in motion. The background is a solid blue color.

FORTIS

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