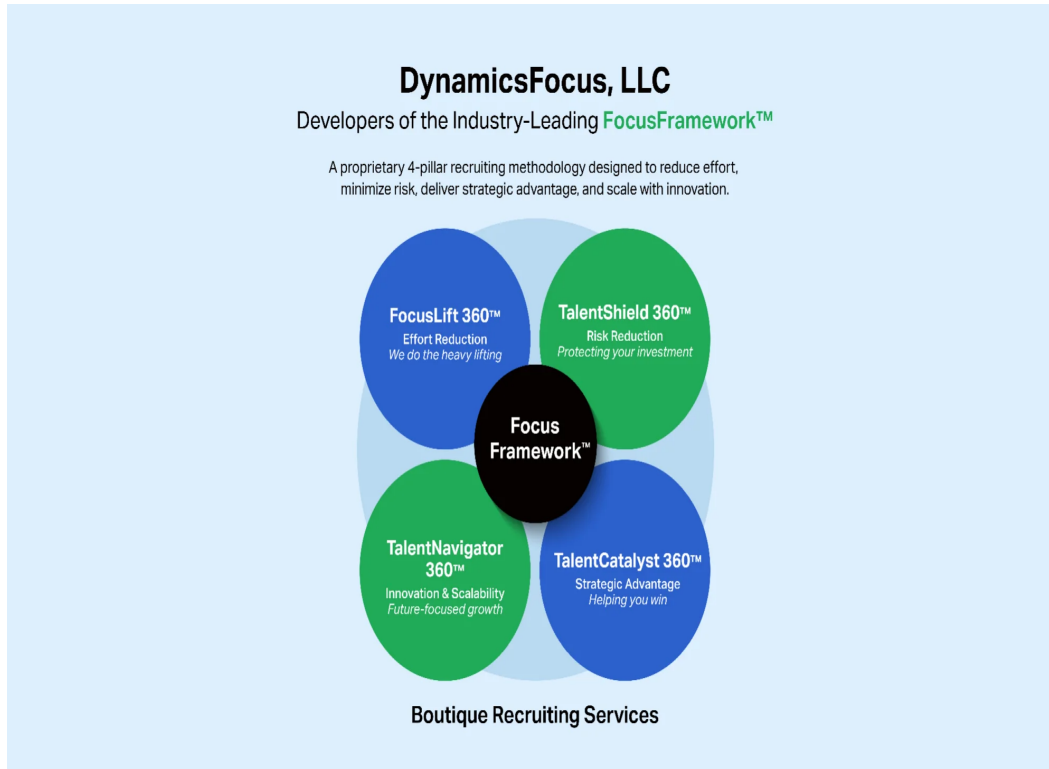


DynamicsFocus, LLC

Boutique Recruiting Services



At DynamicsFocus, we provide specialized recruiting solutions exclusively focused on Microsoft Dynamics, NetSuite, ERP/CRM, and AI talent acquisition. Our FocusFramework™ methodology delivers four unique service models, each designed to meet specific organizational needs while reducing effort, minimizing risk, delivering strategic advantage, and scaling with innovation.

Recruitment Process Outsourcing (RPO)

Scalable, End-to-End Recruiting Solutions

What is RPO?

Recruitment Process Outsourcing (RPO) is a strategic solution where DynamicsFocus acts as an extension of your HR or talent acquisition team. We take full ownership of the recruitment lifecycle—from sourcing and screening to onboarding—allowing your internal team to focus on business priorities while we ensure high-quality hires, faster time-to-fill, and scalable talent acquisition.

RPO is Ideal For Organizations Facing:

- Rapid expansion of Microsoft Dynamics, NetSuite, ERP/CRM, or AI practices
- High-volume hiring needs for project delivery or sales teams
- Challenges accessing passive or highly specialized candidates
- Short-term hiring spikes with urgent timelines
- Building long-term talent pipelines for critical roles
- Starting a new practice from scratch and need to leverage a 25-year network
- Lack of internal Talent Acquisition team or team is already fully engaged
- Geographic expansion to other regions or countries
- Challenges juggling multiple search firms—streamline into a singular partner

FocusFramework RPO Services Include:

- **Dedicated Recruiting Team:** Specialized recruiters operating as an extension of your HR function
- **Candidate Sourcing & Engagement:** Extensive network targeting both active and passive candidates
- **Screening & Assessment:** Skills validation, cultural fit evaluation, AI-powered behavioral assessments
- **Interview & Offer Management:** Full coordination of interviews, scheduling, feedback, and negotiations
- **Onboarding Support:** Smooth candidate transition with reduced administrative burden
- **Scalable Engagement:** Flexible model from one role to dozens of positions
- **Vested Partnership Model:** Better manage accounts payable in predetermined, consistent manner

Unique Benefits of RPO Services:

Effort Reduction:

- Dedicated recruiting team led by ERP/CRM industry experts
- Full management of sourcing, screening, interviews, and negotiations
- Pre-vetted candidates for faster evaluation
- Social media promotion and candidate engagement campaigns

Risk Reduction:

- Culture & retention screening for long-term success
- AI-powered behavioral assessments for team alignment
- Transparent, measurable results at every stage
- Access to hidden passive talent before competitors

Strategic Advantage:

- Long-term partnership focus to support scaling initiatives
- Access to top talent across North America and Europe
- Compensation benchmarking and market insights
- Practice builder expertise to develop new service lines

Innovation & Scalability:

- Specialization in ERP, CRM, AI, Data Analytics, and BI talent
- Proactive talent pipeline development before positions arise
- Scalable recruitment support for immediate or ongoing expansion

Why Choose RPO? With 25+ years of experience, DynamicsFocus provides flexible, strategic RPO services that allow growing organizations to access elite Microsoft Dynamics, NetSuite, and AI professionals efficiently—reducing hiring workload, accelerating time-to-hire, and delivering consistent quality in every hire.

Executive Search Services

Retained Recruiting for Mission-Critical Roles

Why Choose Retained Recruiting?

Unlike traditional recruiting, retained search gives your organization a dedicated recruiting partner who takes full ownership of the search process. This is the model to use when you need to get it right the first time! Our retained approach ensures highly focused, strategic, and exclusive recruitment, delivering superior talent while minimizing time-to-hire and risk.

Retained Search Advantages:

- **Top Priority Focus:** Seasoned recruiting expert leading every engagement
- **Omnichannel Marketing:** Comprehensive campaigns spotlighting your organization via email, social media, phone, and web
- **Access to Passive, Top-Tier Talent:** Professionals not working with other agencies or responding to job boards
- **First Right of Refusal:** Initial opportunity to review candidates before any other clients
- **100% Market Access:** Complete candidate market versus standard 75% in contingency
- **Strategic Insights:** Guidance on compensation, team structure, market trends, and availability
- **Confidentiality:** Discretion for sensitive, confidential, or replacement searches
- **Video Interviews:** Recorded presentations provided for shortlisted candidates
- **Personality Assessments:** Ensure strong role and cultural fit for your organization
- **Executive-Level Fulfillment:** Leveraging 25-year Microsoft Dynamics/NetSuite network at highest levels

DynamicsFocus Unique Differentiators:

1. Effort Reduction — We Do the Heavy Lifting

- Search led by 25-year recruiting veteran—not junior associates
- White-glove service handling 90% of hiring process
- Pre-vetted, skill-validated candidate profiles
- Social media recruiting package for maximum visibility
- Rigorous reference checking prior to presentation
- Hands-free onboarding support through resignation and transition

2. Risk Reduction — Protecting Your Investment

- Unconditional 100-day 'no questions asked' financial guarantee
- Culture & retention screening beyond technical skills
- AI-powered personality assessments for team alignment
- Offer negotiation shield to maximize acceptance
- Candidate experience guarantee protecting your brand
- Reverse recruiting—exclusive early access to top-tier candidates

3. Strategic Advantage — Win the Talent War

- Long-term partnership focus, not one-off placements
- Passive candidate focus targeting 75% of hidden talent
- International reach across North America and globally
- Compensation benchmarking for competitive offers
- Strategic hiring advisory on team structure and scaling
- Practice builder expertise for new service lines
- Market intel reports on competitor hiring trends
- Evangelist approach as brand ambassadors

4. Innovation & Scalability

- Exclusive focus on Microsoft Dynamics, NetSuite, CRM, Data Analytics, BI, and AI
- Recruitment Process Outsourcing (RPO) for rapid team building
- Proactive pipeline building before openings arise

Why DynamicsFocus Executive Search? With 25+ years of ERP/CRM and AI recruiting experience, we've cultivated one of the largest, most trusted networks of Microsoft Dynamics, NetSuite, and AI professionals. Our retained recruiting goes beyond filling positions—we build strategic talent partnerships supporting long-term organizational growth.

Engaged Recruiting Services

Flexible, Performance-Based Recruiting

What is Engaged Recruiting?

Engaged Recruiting is a performance-based model where DynamicsFocus sources, screens, and presents qualified candidates, with fees only collected upon successful placement—minus a small upfront engagement fee to initiate the search. This makes it a practical option for organizations seeking efficient, results-driven hiring with very limited upfront investment.

Engaged Recruiting Works Best When:

- You need specific ERP, CRM, or AI expertise for critical roles
- You want to supplement internal recruiting efforts
- You need multiple candidates quickly for immediate consideration
- You want to minimize upfront costs while accessing top talent

Our Engaged Recruiting Process:

Role Analysis & Strategy: Understand role, responsibilities, technical requirements, and cultural fit

Candidate Sourcing: Identify both active and passive candidates from extensive network

Screening & Qualification: Skill validation, benchmarking, career goals, and organizational fit assessment

Candidate Presentation: Comprehensive profiles with experience, objectives, availability, and compensation

Interview Support & Offer Guidance: Full coordination from initial contact through acceptance

Key Benefits of Engaged Recruiting:

Risk-Free Access to Talent:

- Very limited upfront fees—only small engagement fee required
- Access to large pool of qualified professionals
- Pay only upon successful placement

Time & Resource Savings:

- We handle sourcing, screening, and candidate presentation
- Internal team focuses on business priorities
- Only pre-qualified candidates shared—saves interview time

Flexibility & Agility:

- Ideal for short-term hiring needs or urgent projects
- Engage multiple candidates quickly without retained commitment
- Perfect for hard-to-fill roles

Market Insights & Competitive Advantage:

- Insights into compensation, availability, and expectations
- Reach passive candidates not responding to job postings
- Industry-focused expertise and technical knowledge

Why DynamicsFocus for Engaged Recruiting? With 25+ years of ERP, CRM, and AI talent acquisition experience, our engaged recruiting model allows you to quickly access high-quality candidates without upfront risk, while benefiting from our industry insights and strategic approach.

Contract & Project-Based Services

Flexible Expertise When You Need It Most

When Contract Resources Make Sense:

Looking for specialized subject matter expertise outside your core team? Just closed a major deal and need to begin deployment immediately? Managing an ERP or CRM project scheduled to wrap within the year? Contract and project-based resources provide the flexibility, expertise, and speed necessary to meet critical business objectives.

At DynamicsFocus, we've built a robust network of highly skilled ERP and CRM professionals with deep experience in Microsoft Dynamics 365, NetSuite, and AI-driven business applications across North America and Europe. Most are senior-level experts who have completed dozens to hundreds of successful implementations, upgrades, and integrations, and have chosen to operate strictly on a contract basis to provide organizations with elite, scalable expertise when needed most.

What You Get with Contract Resources:

- Senior-level professionals accustomed to critical, time-sensitive projects
- Experts who thrive where speed, accuracy, and domain knowledge are essential
- Practical, hands-on experience ensuring seamless project execution
- Proven skills in finance, supply chain, HR, sales automation, and AI-powered analytics
- Full-time (40+ hours/week) or part-time (10-20 hours/week) engagement options
- Highly proficient remote work capabilities for flexible engagement models
- Minimal ramp-up time with immediate impact

Project Delivery Models:

Standard Hourly Rate: Agreed rate at engagement, paid bi-weekly or monthly

Monthly 'Block' Rate: Guaranteed block of hours at reduced rate, paid monthly

Multi-Resource Projects: Greater savings for engagements requiring multiple resources

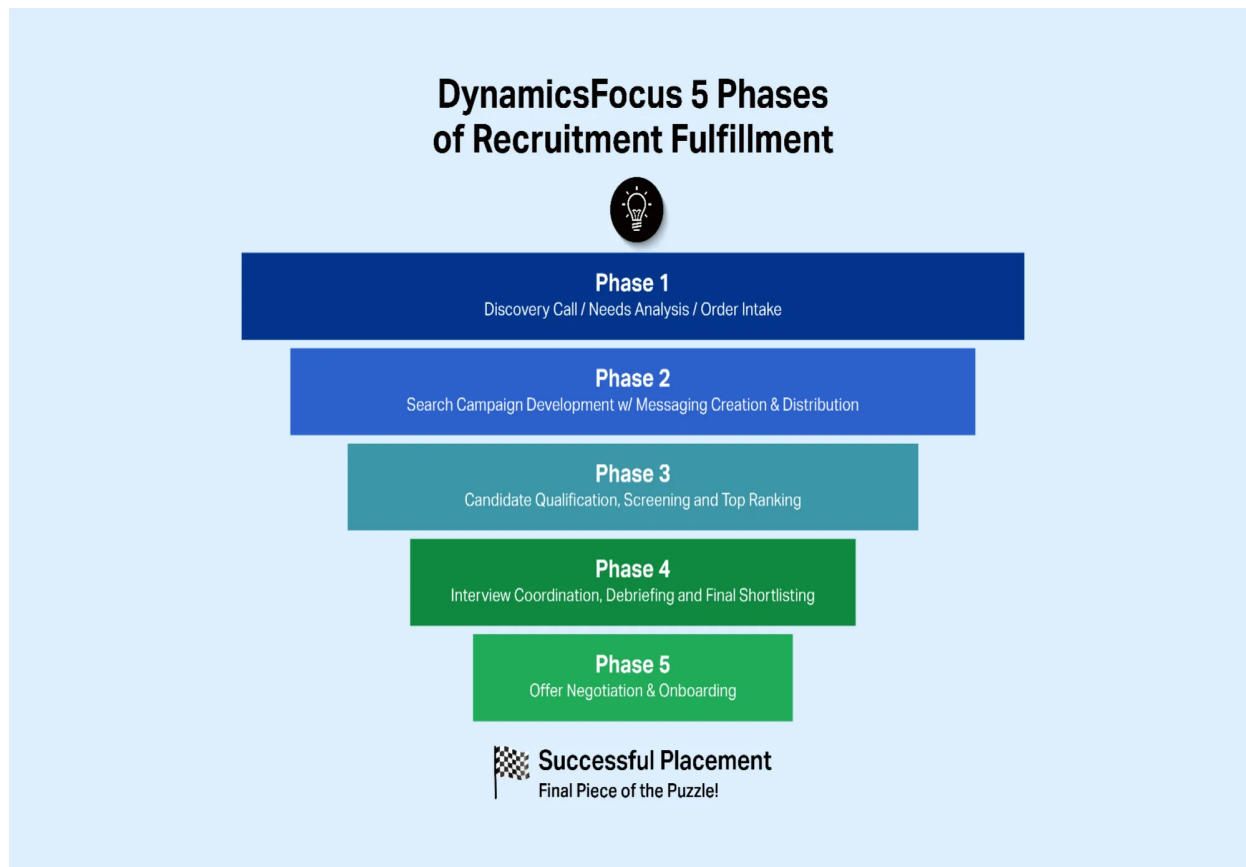
Key Benefits:

- ('Access to Hidden Talent', 'Top-tier Microsoft Dynamics and NetSuite professionals not on the open market')
- ('Scalable Solutions', 'Right skill set at the right time without traditional hiring delays or overhead')
- ('Accelerated Deployment', 'Speed up timelines, fill expertise gaps, scale delivery teams quickly')
- ('Results-Driven Approach', 'Reliable, scalable solutions for ERP/CRM and AI initiatives')

- ('Flexible Availability', 'Full-time commitment or part-time augmentation based on project needs')
- ('Proven Track Record', 'Professionals with hundreds of successful implementations')

Why Choose Contract Services? Whether you need to accelerate deployment timelines, fill expertise gaps, or scale delivery teams quickly, our contract and project-based resources provide reliable, scalable, and results-driven solutions for your Microsoft Dynamics, NetSuite, ERP/CRM, and AI initiatives.

Our Proven 5-Phase Recruitment Process



Experience the DynamicsFocus Difference

Whether you need end-to-end RPO support, executive search for mission-critical roles, flexible engaged recruiting, or specialized contract resources, DynamicsFocus delivers strategic talent solutions backed by 25+ years of Microsoft Dynamics, NetSuite, ERP/CRM, and AI recruiting expertise.

Our FocusFramework™ methodology ensures that every engagement—regardless of service model—reduces effort, minimizes risk, delivers strategic advantage, and scales with your organization's growth.

Contact DynamicsFocus today to discuss which service model best fits your talent acquisition needs.

*DynamicsFocus, LLC | Specialized Microsoft Dynamics & NetSuite Talent Acquisition
Boutique Recruiting Services Powered by the FocusFramework™*