Jerry Broitzman
9517 W. Capitol Drive
Milwaukee, Wisconsin 53222
414-462-2553
jbroitzman@sbcglobal.net

Summary: Jerry is a recruiting professional with over seven years of recruiting experience in fast-paced environments. He is able to apply the latest technology to improve the sourcing, qualifying and retention of top-notch candidates. He is able to build strong relationships with candidates in a minimum of time and is a good mentor for new recruiters.

April 2007 – Present ***AQUENT, Milwaukee, WI***
Role: Talent Acquisition Specialist
Aquent is the world's largest marketing & creative staffing firm. For twenty years Aquent has been the leader in helping our clients find the people they need. We represent talent in virtually every marketing discipline, from brand managers to copywriters, from data analysts to web designers.

Primary role: Finding talent in the Web Interactive Design and Information Technology space for our clients throughout the United States. Also a Subject Matter Expert (SME) for Interactive Design in Wisconsin, as well as an Information Technology (IT) SME for the company nationwide.

April 2006 – March 2007 ***WHITTMANHART, Milwaukee, WI (f.k.a. marchFIRST)***
Role: Recruiting Manager/Lead
WHITTMANHART is a premier consulting company providing integrated solutions in digital communications, process improvement and enabling technologies through two business divisions: Interactive and Performance Management. The goal is to help each client see ideas, solutions, improvements, and overall return on investment they can't find anywhere else.

Primary role: Finding top-notch talent in the Information Technology (IT) field to develop and implement business solutions for our clients. Mentored the junior recruiters in recruiting best practices and techniques. Specialized in Business Technology Optimization (BTO), Enterprise Applications (EA), Technology Architecture (TA) and Corporate Performance Management (CPM). Recruited for candidates with skills such as Hyperion, Essbase, Cognos, IT Governance, Project Management, Clarity, Oracle (functional & technical), BizTalk, .Net, Java, etc.

Other activities:

- Achieved the AIRS Certified Internet Recruiter (CIR) designation.
- Attracted top talent and fostered the growth and development of the recruitment team.
- Designed and implemented effective recruitment strategies and metrics to ensure the integrity of WHITTMANHART's collaborative workforce.

- User expert on our Applicant Tracking System (ATS), cBizOne.
- Lead the research and implementation efforts for a new ATS, Taleo.

March 2005-March 2006 ***AE Business Solutions, Madison, WI***
Role: Recruiting Manager/Lead
Recruiting Manger with AE Business Solutions, a leading provider of IT consulting services and technologies in the Madison and Milwaukee markets. Led a small team of IT recruiters to fulfill project and staffing requirements in a full-cycle recruiting environment. General areas of recruiting included Data Center, Networking & Applications Development. Specifically, SAN Architects/Engineers, Project Managers, Network/System Administrators/Engineers, Java Architects/Engineers.

Directed, maintained and planned the overall policies and procedures for the recruiting department to meet personal and team production goals. Analyzed recruitment needs and established priorities. Familiar with a variety of recruiting concepts, best practices and procedures. Relied on experience and judgment to plan and accomplish goals. Constantly on the lookout for innovative technologies which will streamline the recruiting process.

Accomplishments include, but not limited to:
- Refined and implemented a pro-active recruiting model which revolutionized the way in which recruiting is done at AE Business Solutions.
- Created a candidate "Hotlist" process which clearly identified and categorized candidates with certain skill sets.
- Developed reports for upper management review.
- Hired and trained a new recruiter.
- Increased the quality and quantity of candidates available to be placed.
- Increased the number of candidate placements to new company highs.
- Increased and maintained the overall profit margin for the staffing division.
- Established recruiting priorities based on the overall objectives of the company.
- Established well-defined processes to standardize the recruiting function
- Developed team and personal task metrics to monitor recruiting activity to ensure that company goals were met.
- Developed and maintained relationships with sub-contracting firms in order to expand our candidate base.
- Used MaxHire, an applicant tracking system (ATS), to maintain contact with our entire candidate data base, creating a daily contact list of "warm" calls vs. "cold" calls.
- Implemented Talent Hook, a resume mining tool, and became a "super user."

Position was eliminated due to a company restructuring.

February 2001-March 2005 ***IMPACT Engineering Solutions, Brookfield, WI***
Role: Sr. Technical Recruiter
Sr. Technical Recruiter with an engineering services company, which specializes in 3-D design projects using Pro/Engineer and SolidWorks CAD tools. Sole recruiter responsible for all daily recruiting activities. The typical process included sourcing candidates, phone interview pre-qualification, scheduling technical evaluations, checking references and doing personal interviews. The candidate was then presented to the

account representative with technical evaluation results, soft-skills assessment, references and scrubbed resume. When the client company expressed interest, the candidate interview was scheduled. Afterwards, the candidate was de-briefed and reviewed with the sales team. An offer was then extended if there was mutual interest. If hired, all of the new hire paperwork and employee orientation was completed.

Candidates were found using the existing database, referrals from employees and candidates, personal referral network, internet postings, company web site, e-mail campaigns and cold calling.

Accomplishments include, but not limited to:

- Developed the above recruiting process when none existed.
- Re-developed a candidate technical evaluation metrics with the engineering team.
- Developed a list of candidate "soft-skills" questions to assess non-technical issues.
- Developed a candidate presentation for the sales team to submit to their clients.
- Provided a great deal of input in the change from a client-server database called Empact, to a web based, fully integrated system called Adapt. This allowed the sales and recruiting team to function as one unit from a centralized location.
- Became the Adapt "super user" for the company.
- Provide a weekly availability list of candidates for the sales team in accordance with the pro-active recruiting model.
- Kept in touch with all contractors in order to keep turnover to a minimum.
- Kept contractor head-count at its highest level in the company's 16-year history.

Left to pursue a management position in recruiting.

March 2000-January 2001 ***marchFIRST, Wauwatosa, WI (f.k.a. Whittmanhart)***
Role: Technical Recruiter

Technical Recruiter for a large information technology (IT) consulting company with over 9,500 employees worldwide. In charge of full-cycle recruiting of cutting edge technology personnel, which included cold call sourcing, internet sourcing, database sourcing and a personal referral network. Also responsible for candidate phone interview pre-qualification, in-person interviews, reference checking, interfacing with the hiring authority to determine compensation and start date, extending the offer, negotiating with the candidate, retaining the recruit after the start date and obtaining referrals from recruits and candidates. Skill sets were primarily client-server and networking such as Java, Visual Basic, C++, Cisco, Microsoft Exchange, data base mining, etc. The candidate database used was purchased from Brass Ring, www.brassring.com. Also used ACT! 2000. Left because marchFIRST went bankrupt and position was eliminated.

October 1999-March 2000 ***Hunter Midwest, Inc., Brookfield, WI***
Role: Search Consultant

Search consultant for a head-hunting agency. Responsible for recruiting information technology (IT) professionals of various levels throughout the State of Wisconsin for the AS/400 market. Also, responsible for obtaining job orders from AS/400 businesses and placing the appropriate candidate in a full-time position at that company. It consisted of 100% phone work. The number of phone calls, length of time and type were kept track of on a daily basis in order to hit a weekly goal. The weekly metrics consisted of number of calls, number of conversations, length of time per conversation, number of

resume submittals, number of interviews and number of hires. This was a commission-only job. Left because the AS/400 market collapsed after Y2K.

January 1999-September 1999 ***Shore Personnel, Greenfield, WI***
Role: Sales Manager/Recruiter
Sales management and recruitment manager for a staffing company. Assigned to handle the Waukesha, WI office. Duties included finding general labor personnel from a variety of sources, expanding business in existing accounts and gaining new business. Responsible for monthly sales totals. Also responsible for maintaining relationships with recruits and businesses to ensure a good fit. Left in order to pursue an IT recruiting career.

April 1996-December 1998 ***Beer Capitol Distributing, Milwaukee, WI***
Role: Sales Manager
Sales management and promotional account manager for the largest specialty beverage distribution company in the greater Milwaukee area. Responsibilities included: Managing and assisting a sales force of nine people, hiring new sales representatives, new account prospecting, supplier relations, promotional event organization and implementation, management reporting and reviews, sales accountability for a certain set of accounts. Left in order to pursue a recruiting career.

September 1990-March 1995 ***State Farm Insurance, Wauwatosa, WI***
Role: Claim Representative
Account/Claim Representative responsible for incoming auto claims ranging from minor collisions to total losses. The job included analyzing damage, liability, applying policy coverage, arranging rental car and towing services and making the payment. Also responsible for engaging the adverse insurance company in arbitration in the event of irreconcilable differences. Left in order to pursue a sales/recruiting career.

Other Experience:

April 1996-April 1998 ***Common Council, City of Greenfield, WI***
Elected councilman of the City of Greenfield in the 5th Aldermanic District by a 55%-45% margin against an incumbent. Greenfield is a city of 35,000 people divided into five districts each having approximately 7,000 people. Solely responsible for fund raising, door-to-door campaigning, writing campaign platforms and answering direct questions from a large cross section of constituents. Personally visited 800 homes to achieve this end. Voluntarily stepped down at the end of my term in order to concentrate on my career.

Associations:

Grace Christian Fellowship, www.gracecf.us, Milwaukee, WI
A full Gospel church, that teaches Jesus as our Lord and Savior.

Wisconsin Professional Recruiters Resource (WISPRR) – Treasurer
An organization of recruiting professionals throughout Metro Milwaukee and the State of Wisconsin who gather on a regular basis to learn recruiting best practices, share resources and network.

Education:
University of Wisconsin – Milwaukee, Bachelor of Arts Degree 1989
Mass Communications, Journalism Major