

# Attract • Motivate • Retain

## Key Talent

*The Overture Group is pleased to announce the following engagements completed in 2021\**

### **Executive and Professional Searches**

#### **Accounting/Finance:**

- **CFO** Consumer foods
- **CFO** Metal casting manufacturing
- **CFO** Manufacture of mobile device holders and mounts
- **CFO** Manufacture of concrete construction supplies
- **VP Accounting and Finance** Construction/Engineering services
- **Director of Accounting** Manufacturer and distributor of fasteners, wire products, and building materials
- **Director of FP&A** Global supplier of food products
- **Controller** Digital ink manufacturer
- **Corporate Controller** Manufacturer of engineering and maintenance services
- **Controller** International manufacturer of Digital Products
- **Assistant Controller** Electrical and communications services,
- **Accounting Manager** Health and beauty care products
- **Manager of Operational Accounting** Manufacture of commercial plumbing systems
- **Manager FP&A** Manufacturer of engineering and maintenance services

#### **Human Resources:**

- **CRHO** Metal casting manufacturer
- **Vice President Human Resources** Food protein solutions
- **Vice President Human Resources** Global supplier of functional ingredients
- **Sr. Director of Human Resources** Professional Association
- **Director of Human Resources** Meat wholesale company
- **Human Resource Director** Dimensional print solutions
- **Human Resource Manager** Consumer foods

#### **Operations/General Management:**

- **President** Manufacturer of fluid power technologies
- **Vice President Operations** Shelf-stable and fresh salads
- **Vice President Operations** Manufacture and producer of metal roofing and siding
- **VP of Manufacturing** Precast concrete company
- **VP of Sales & Marketing** Manufacturer of consumer and commercial sprayers
- **Executive Director of Operations** Health and beauty care products
- **Director of Operations** Manufacturer of shed and playground equipment

## Compensation Consulting Projects

- **Board of Director Compensation Study** Insurance company
- **Compensation Communications Development** Transportation company
- **Compensation Communications Development** Technology company
- **Compensation Policies, Practices, and Workflows Effectiveness Study** Professional Services Firm
- **Enterprise Compensation Philosophy Development** Technology company
- **Enterprise Competitive Compensation Study** Technology company
- **Enterprise Competitive Compensation Study** Transportation company
- **Executive Compensation Total Remuneration Study** Insurance company
- **FLSA Review** Professional Services firm
- **Hot Labor/Pay Markets Driver Study** Transportation company
- **Key Executive Long-Term Incentive (Cash) Plan Development** Manufacturer
- **Salary Structure Development** Technology firm
- **Salary Structure Development** Transportation company
- **Sales Compensation Review** Technology firm
- **Stock Appreciation Rights (SAR) Plan Development** Manufacturer
- **Technology Function Competitive Compensation Study** Professional Services firm
- **Compensation Staff Augmentation / ongoing support contract** Industrial Equipment Manufacturer
- **Enterprise Competitive Benefits Benchmarking Study** Equipment Manufacturer
- **Hot Labor/Pay Markets Manufacturing Roles Study** Packaging Manufacturer
- **Compensation Staff Augmentation / ongoing support** Manufacturer
- **Enterprise Competitive Compensation Study** Equipment Manufacturer
- **Compensation Geographic Differentials Development** Industrial Manufacturer
- **Executive Competitive Compensation and Long-Term Incentive Study** Electrical Equipment Manufacturer
- **Key Executive Long Term Incentive Plan Development** Technology / Software firm
- **Executive Competitive Compensation Study** Commercial / Residential Construction company
- **Hot Labor/Pay Markets Warehouse Roles Study** Industrial Equipment Manufacturer
- **Executive Short-Term and Long-Term Incentive Review** Commercial / Residential Construction company
- **Stock Appreciation Rights (SAR) Plan Development** Value Add Distributor
- **Hot Labor Market Competitive Compensation Studies for numerous manufacturing sites throughout the US** Plastics Manufacturer

*\* These do not include all engagement completed by the firm last year.*

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### **About the Overture Group™**

The Overture Group is a premier executive search and compensation consulting firm. Long-term organizational excellence is our mission. We help you attract, retain, and motivate key talent. Our search division focuses on executive and professional positions in general management, accounting, finance, human resources, operations, and sales. Our compensation consulting group focuses on market pricing, short- and long-term incentive plan design, sales force compensation, performance measurement/goal setting, expert witness testimony, severance/retention programs, employment agreements and executive benefits.

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