

## History of iMPact Business Group

In starting the organization, the standard was to provide top quality service to our clients and candidates.

It was highly important to establish partnering relationships to attain this success. iMPact is an “easy to do” business with organization and provides business flexibility in nurturing these relationships.

The premise is a simple one... “if it makes sense, do it!” With a team of 25 professionals located in two offices iMPact provides the right candidates which meet our clients needs from a technical and business culture standpoint everyday.

## The iMPact Difference

iMPact Business Group's recruiters target candidates using a behavioral recruiting and selection process. This process helps align technical talents with an on target personality match based on our client's business culture. This will ensure that as our client you get the right candidate with the skills and qualities needed to be successful.

## Partner With Us

iMPact Business Group has been recognized by the Business Journal as a “Top Specialty Staffing Organization.”

Here is what some of our clients and candidates are saying about us:

- “I have been in the search and recruitment industry for over a decade and have worked with many in the profession. This industry like any other, there are good and bad. I welcome the opportunity to share business relationships with iMPact Business Group when the opportunity arises.

- “You and your team have consistently produced results for me – no matter where I've worked. I can't say enough about the quality of the candidates and speed at which you find them. These last two were tricky, and I appreciate the patience and professionalism Drew exhibited through it. There's a reason you've been around and successful the last 20+ years – you know this business and have built a great team. Thanks again – looking forward to the next search.” – HR Director, West Michigan Company, 11/19.

## Executive Leadership

### **Penny A. Spanbauer**

Recruiting Delivery Manager – Grand Rapids

Penny has over 20 years of professional staffing experience throughout North America. She leads the National Shared Services Recruiting Team as well as the recruiting team in Grand Rapids.

### **Mark D. Herman**

Market Delivery Manager – Tampa

With 15 years of professional staffing experience in the Tampa market, Mark leads the Recruiting and Account Management teams in Engineering, Accounting/Finance and Information Technology searches. Additionally Mark supports key National Accounts within the Tampa market.

### **Steven Betteley**

Manager National Sales

With over 15 years of professional staffing experience combined with over 20 years of National Account leadership within the technology and telecommunications space, Steve leads sales efforts across the company for Information Technology, Engineering and Accounting/Finance Operations.

### **Matthew P. Peal President**

Matt has over 25 years of professional staffing experience with significant background in the specialty areas of Information Technology, Accounting/Finance and Engineering/Operations. He has led and developed Account Managers, Recruiters and National Accounts while sustaining the company's core values and growth objectives.

#### **Grand Rapids Corporate Office**

1188 East Paris Avenue SE  
Suite 120  
Grand Rapids, MI 49546  
(616) 254-8586

#### **Tampa Office**

1715 North Westshore Blvd.  
Suite 445  
Tampa, FL 33607  
(813) 463-8850



Flexible Staffing Solutions  
for Your Business

# Media Kit



IT  
Engineering  
Finance  
Accounting



# Company Overview

## INTEGRATING MOTIVATED PEOPLE AND COMPANIES TOGETHER

iMPact Business Group was founded and operates on the principles of successfully Integrating Motivated People and Companies Together!

iMPact Business Group is a staffing and solutions firm specializing in the areas of Information Technology, Engineering, Accounting/ Finance, and Healthcare Information Technology, serving many different sized companies and organizations.

iMPact Business Group's corporate office is located in Grand Rapids, MI.

iMPact Business Group has been helping job seekers and employers since 2004, and leverage over 150 years of combined staffing and recruiting experiences.

iMPact Business Group offers strategic staffing solutions with an additional office in Tampa, Florida.

We are committed to providing unparalleled results and extraordinary customer service!



## STAFF AUGMENTATION

An approach used to staff a project while responding to our client's business objectives.

iMPact will participate in evaluating your staffing needs to determine which additional skill sets are required to meet the defined objectives.

The biggest advantage is the cost savings in utilizing your existing talent resources alongside our contractual employees.

## CONTINGENT SEARCH

is available to our clients when their own recruitment process is no longer yielding qualified candidates or the process itself is too costly and laborious to manage alone.

iMPact will perform all facets of recruiting, and screening at no cost to our client until a hiring decision is made and the candidate begins their new position.

## RETAINED SEARCH

is an executive level staffing solution offered to assist clientele in hiring upper echelon talent in senior level positions. Typically for positions in excess of \$100,000.

iMPact offers this exclusive partnership and dedicates internal resources to attract and identify value added talent for your organization.

## SOLUTION BASED CONSULTING

is yet another way iMPact sets itself apart from traditional recruiting firms. Our clients rely on our experienced consultants to participate in the evaluation of internal audits, Sarbanes Oxley (SOX), IT audits, software conversions, EMR implementations, information security, risk planning and controls execution.

iMPact consultants have successfully provided such services to public, private and government entities of all sizes representing a broad spectrum of industries and sectors.

## OUR SPECIALTIES

- INFORMATION TECHNOLOGY
- ACCOUNTING
- FINANCE
- OPERATIONS
- ENGINEERING
- SUPPLY CHAIN
- PURCHASING
- BUSINESS ADMINISTRATION
- PROJECT MANAGEMENT
- TECHNOLOGY

# flexible solutions for your business needs

## INFORMATION TECHNOLOGY

Staffing top talent who develop, implement, and manage all facets of computer based information systems. The field of information technology provides invaluable services to organizations by increasing productivity and overall efficiency.

## HEALTHCARE INFORMATION TECHNOLOGY

Staffing top talent healthcare consultants throughout the United States to support Electronic Medical, and Health Record implementation. Support from planning to implementation, and subsequent training of staff.

## ACCOUNTING & FINANCE

Staffing top talent in the Finance and Accounting specialty areas across the entire spectrum of experience levels. Finance and Accounting is the language of business; because it is the vehicle for reporting and interpreting financial information about a business entity.



## ENGINEERING

Staffing top talent at the professional level in the Engineering and Operations Specialty areas. Engineering is the application of scientific knowledge in order to design, build, and maintain structures, machines, devices, systems, materials and processes.

[iMPactBusinessGroup.com](http://iMPactBusinessGroup.com)

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