

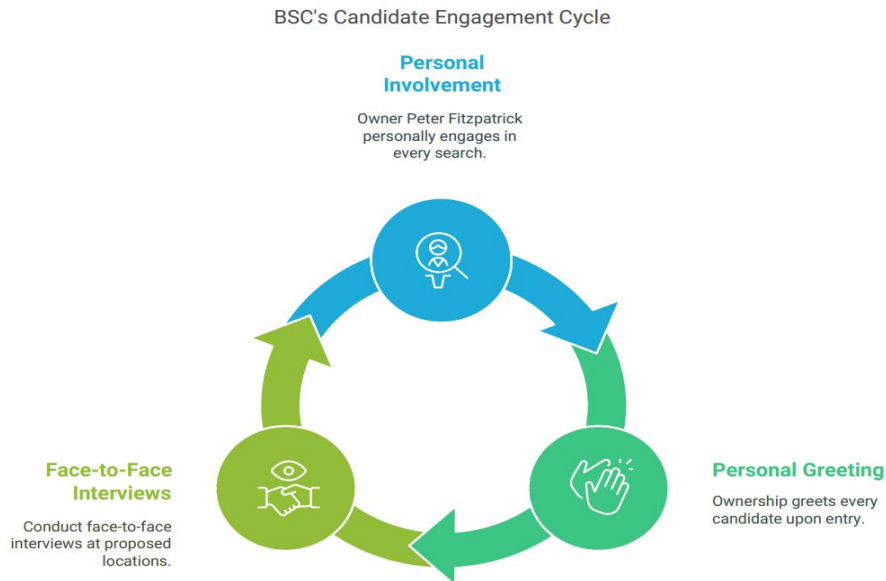
How AD Member, BSC Industries, Works with GRN Coastal to Secure Top Talent

We wanted to highlight a best practice that we see in the field. AD HR Service provider, GRN Coastal, and AD Power Transmission member, BSC Industries, have formed a close partnership over the last year. This partnership has forged a strong working relationship and candidates have taken notice.

Recruiting Manager at GRN Coastal, Matt Trzesniewski, says, “BSC takes every search very seriously, but it is the special touch that their Ownership and HR team demonstrates that make a significant impact on candidates’ decisions.”

Trzesniewski notes, “BSC goes out of their way to make candidates feel welcomed and really show off their culture”. Steps BSC is taking that is impressing candidates include:

1. Owner Peter Fitzpatrick is personally involved with every search.
2. Ownership greets every candidate personally upon entry into their facility.
3. Ownership and team leaders travel to the candidate’s proposed BSC branch to conduct face-to-face interviews



4. HR Manager Noelle Meunier conducts a seamless interview process, including crisp detailed, timely interview feedback to GRN Coastal, and then GRN Coastal relays that feedback instantaneously to the candidate, keeping the candidate up to speed every step of the process.

5. Weekly update meetings between GRN Coastal and BSC have resulted in several positions being filled for remote geographies in Maine and Vermont. The two-way strategy sessions have paid off.

One recent managerial new hire said, “*Matt T. was incredibly gracious with his time and insight in helping me navigate the choice of changing companies. He was very thoughtful and professional with his work, allowing*



me to make an important choice that would affect my career and family. GRN was attentive and professional during every step of the process and checked in during my first week at my new company to see if I needed anything else. I had a very positive experience with GRN.”

Another new hire remarked, “I’ve been in touch with the branch guys and may try to pop over for a visit this afternoon if I can. They have been very encouraging about making the change over to them, and I just thought it might be great to touch base with them again since we are going to be the ones working together. I do feel very comfortable picturing myself with the team, they have, and everyone has been very warm to me.”

John Salvadore, Managing Partner of GRN Coastal commented, “We have developed a strong working relationship with BSC. Our team dedicated to BSC consisting of Directors, Tim Salvadore and Chris Salvadore, and Recruiting Manager, Matt Trzesniewski, have all played a role in this success. We apply multiple recruiters/managers to each search, so that we can get multiple people vetting the talent so in the end we are submitting only “finalists” to BSC for each role. BSC reacts quickly, puts a big effort forward and their interview process delights candidates. They are a destination of choice for candidates based on their process, people and culture”.

Successful Recruitment Partnership



Noelle Meunier, Human Resources Manager at BSC Industries says, “GRN has been an outstanding partner for our team. In our industry, finding candidates with the right expertise and skill set is critical, and GRN consistently delivers by identifying individuals who not only meet our technical requirements but also align with our company culture.

Working with Matt and Tim is seamless—they bring a practical, common-sense approach to the recruiting process, refining their search based on our needs. We never feel pressured to consider candidates who aren’t the right fit. Instead, they take the time to understand our business, adapting to our hiring pace and adjusting



when things get busy. Their flexibility and commitment make scheduling interviews and securing top talent a smooth and efficient process.”

The key takeaway being success in recruitment comes from a collaborative effort between the company and recruitment firm. At GRN Coastal, we understand job requirements, ideal candidate experience, and the soft skills needed to excel across different roles. However, finding an exceptional candidate is just the first step. The most important aspect of not just interviewing top talent but securing it is to have an engaging process that exposes the candidate to top leadership, the real culture, and expressing back the value they would bring to your team.

Please reach out to Director Tim Salvadore if you would like to explore how the GRN Coastal Team can help your organization! [Tsalvadore@grncoastal.com](mailto:tsalvadore@grncoastal.com)