

Leap Solutions Group Adds Recruiting Services And Consulting Depth To Burgeoning North Bay Office

Business Consultancy Secures SBA Loan – Attracts Premier Corporate Recruiter, Human Resources Consultant and Expands Office Space

SANTA ROSA, Calif., April 12, 2011 - With more than 200% growth since 2009, Leap Solutions Group is ready to expand after securing an SBA loan from Redwood Credit Union. A full service business consultancy, Leap Solutions offers clients expertise in the areas of organizational development, business management, human resources, talent recruitment and nonprofit administration. The firm has just completed an office move within Waterfall Towers Business Park that provides more than double the square-footage of their previous space. Moreover, the SBA funding accelerated the firm's plan to further build-out their robust, "best in class" talent recruitment services team with the hiring of former AppleOne Branch Manager Shawn Spalding, Tracy Knoll, a veteran human resources management executive, Dr. Maria Hernandez, a veteran in organizational development consulting and teaching, and Teri Powell, office administrator and recruiting specialist, effective immediately.

"Combining forces with **Shawn Spalding, Tracy Knoll** and **Maria Hernandez** further strengthens Leap Solutions' position as a leading provider of full service recruiting, organizational development and human resources business consulting services in the North Bay," said Scott Ormerod, Partner with Leap Solutions Group. "Right out of the gate, our firm gains significant ground in our ability to service high profile executive searches, human resource compliance requirements, and organizational growth planning initiatives across all industry sectors. We are very excited about their addition to the Leap Solutions team."

A seasoned corporate recruiter and business consultant, Spalding brings nearly 10 years of staffing industry specific experience to Leap Solutions. Her most recent role was with AppleOne Employment Services as Branch Manager in a production and supervisory capacity. Prior to AppleOne, Shawn held staffing leadership roles with Nelson & Associates and Robert Half International. **Spalding** earned a Bachelor's degree in international business and a Masters of Finance and Economics from West Texas A&M University.

"Shawn and Tracy provide deep recruitment and human resources management experience in representing virtually all types of organizations, and we are excited they will be on board helping our clients achieve their growth goals," said Chuck McPherson, partner with Leap Solutions Group. "Both are well-known and respected among their peers, and we are very fortunate they selected Leap Solutions. By adding depth to our existing bench of recruitment and organizational development experts, we have clearly set the table for being the number one go-to firm in the North Bay."

Whether it's a search for a new executive director for a nonprofit or the next CEO of a privately-held company, Leap Solutions provides a specialized, end-to-end recruiting process. The practice is focused on providing talent recruitment and executive search services for family-owned businesses, corporations and nonprofits in the wine, health care, hospitality, tourism, education, utilities, technology and professional services industries. The firm is based in Santa Rosa and provides services to clients nationally.

Knoll has more than 19 years of human resources management experience working in large and small organizations, including a Fortune 500 company. As a consultant, she assists clients with their outsourced human resources needs including compliance reviews, training and employee handbooks. Knoll served as president and board member for the Professional Association of Sonoma County for Human Resources (PASCO) and is currently the organization's administrator. She also volunteers on the human resource board for Becoming Independent. Knoll is a graduate of the Leadership Rohnert Park program and served on the board of the Rohnert Park Chamber of Commerce. Knoll earned her Bachelors of Science in business management from the University of Phoenix and a certificate in human resource management from Sonoma State University. She is a certified Senior Professional in Human Resources (SPHR).

From University teaching to working for consulting companies like Global Lead, **Hernandez** brings a wealth of knowledge, experience and diverse client base to Leap. For over 17 years, Maria has consulted to Fortune 100, public entities, foundations and nonprofits. Bi-lingual and passionate about culture and community, she recently was voted Outstanding Hispanic Entrepreneur by the Northern California Region of Hispanic Chambers of Commerce. She is a graduate of the University of Texas at Austin, a Danforth Fellow and holds a doctorate in community psychology.

To manage the firm's rapid growth and support recruitment efforts, **Powell** has been brought on board as the office administrator. She comes highly recommended for her extraordinary organizational skills and client service delivery. Powell recently project managed the flawless move into the new space. A graduate of Nation College, she has worked as an office administrator at Kendall-Jackson, Medtronic, and L-3 Communications as a project coordinator in the recruiting sector.

"There was a confluence of events and plenty of local help and encouragement from the business community that helped us make the decision to expand and accomplish what we hope is the first stage of major growth," said Ormerod. "Without SBA and Redwood Credit Union, we never could have done it. Our next big leap will likely be an office expansion into Marin County. Stay tuned."

ABOUT LEAP SOLUTIONS GROUP, LLC:

Leap Solutions Group, LLC, a business consultancy offering clients expertise in the areas of organizational development, business management, human resources, recruiting and nonprofit administration, is based in Santa Rosa, Calif.

For more information, please visit www.leapsolutions.com.