



# IQTalent Media Kit

## Bios:

### SHORT

**As expert sourcers and recruiters, IQTalent is revolutionizing the recruiting game.**

Founded in 2009, we strive to create a better way for organizations and candidates to find a match. Unlike traditional recruiting agencies, we augment in-house recruiting teams, serving as their expert recruiting partner.

### MEDIUM

**Founded in 2009, IQTalent was created with a focus on creating quality relationships.**

Over a decade later, we've grown exponentially, thanks to our expert industry knowledge and the demand for flexible, on-demand recruiting. Our team of highly-skilled candidate sourcers and recruiters focuses on results while partnering with in-house hiring teams to connect organizations with the high-quality talent they need.

### LONG

**IQTalent's recruiting and sourcing specialists are here to disrupt the recruiting game.** As your on-demand recruiting partner, we act as an extension of your internal team, delivering you high-quality candidates in a fraction of the time. For over a decade, IQTalent has focused on creating valuable relationships between candidates and recruiters. Our adaptable and scalable model grows with your company, supporting you when you need it, and not when you don't. With transparent services focusing on candidate research, sourcing, and full-cycle recruiting at the professional, executive, and board level, we help our clients generate a strong talent strategy, leading to the achievement of overall business objectives.

## Company/Background:

**IQTalent is a technology-powered Talent Acquisition firm specializing in recruitment at all levels.** Through two distinct brands – Caldwell and IQTalent – the firm leverages the latest innovations in AI to offer an integrated spectrum of services delivered by teams with deep knowledge in their respective areas. Founded in 2009 and merged with Caldwell in 2020, IQTalent was established with the mission to offer a better way for organizations and candidates to find a match. Through an on-demand business model, IQTalent acts as an extension of a client's internal team with services including candidate research and sourcing through to full recruitment at the professional, executive, and board levels. Together with Caldwell, the company also offers a suite of talent strategy and assessment tools that can help clients hire the right people, then manage and inspire them to achieve maximum business results.



## IQTalent Executive Team Bios:

David Windley

**As an experienced leader in the talent acquisition and human resources fields with more than 30 years of tactical success in leading corporate talent divisions and companies, David Windley currently serves as the President of IQTalent.** David is responsible for overseeing the strategic direction, business development, and day-to-day activities of ITQP. His previous experience includes executive-level human resources roles with organizations including Silicon Graphics, Inc, Intuit, Microsoft, Fusion-io, and Yahoo! Windley serves on the executive boards of Caldwell Partners, Tennant Company, and the DHI Group.

### Professional Headshot:

Please find David Windley's headshot [here](#).

Chris Murdock

**Chris Murdock is the co-founder of IQTalent and currently serves as the company's Chief Sourcing Officer.** A veteran of the recruiting and talent acquisition industry, he founded IQTalent in 2009 and now leads search execution and client relationships for his firm. Prior to establishing IQTalent as a talent acquisition leader, Chris worked with Yahoo!'s internal executive recruiting team, gaining in-depth experience across the technology recruiting sphere. Chris is a frequent speaker and panelist at industry events and a graduate of Vanderbilt University.

### Professional Headshot:

Please find Chris Murdock's headshot [here](#).

Tom Milic

**Tom Milic serves as s Vice President of Account Management and Business Development in addition to co-founding IQTalent. He focuses on planning, implementing, and strategic forecasting of all business development activities.** A renowned leader in the finance industry, Tom manages all client operations while overseeing corporate growth opportunities for IQTalent. He brings a broad level of experience, previously working for JP Morgan and Health Care Service Corporation, where he served as a Senior Investment Analyst focused on fixed income investment portfolio management. Tom is a graduate of Vanderbilt University.

### Professional Headshot:

Please find Tom Millic's headshot [here](#).

## IQTalent's Value Statement:

Our on-demand model augments your internal recruiting team, offering the recruiting you need when you need it. **IQTalent works to create real value for your organization by acting as a partner, delivering you quality candidates efficiently and effectively.** By offering a fully transparent process where all the candidate data is yours to keep, the value of our service pays dividends well beyond the length of the engagement.



## IQTalent Products and Services:

### Research

IQTalent provides our clients with world-class research and insights that can be used to transform their recruitment and hiring strategies. The areas of research we focus on include:

- **Strategic Recruitment Research:** Navigate high-growth areas, challenging requirements, and hiring spikes with fact-based advice.
- **On-Demand Pipeline Sourcing:** Discover where top talent is coming from and build a pipeline of high-quality passive candidates.
- **Scale Up:** Lean on IQTalent's on-demand recruiting services when our researchers find more candidates than your internal team can handle.

### Candidate Sourcing

Through our unique Diamond Recruiting method, our team of expert sourcers can help you to cut your time-to-fill and focus on hiring the best talent available. Our team acts as an extension of your internal hiring team, ensuring the candidates you hire are excellent fits within your workplace culture.

### Professional Recruiting

Our recruiters leverage the expert knowledge of IQTalent and our world-class sourcing engine to find, scout, and source interested, qualified candidates. When you invest in our advanced recruiting technology and expert team, you can enhance your recruitment process, strengthen your hiring strategy, and build out the best team possible.

### Executive Search

IQTalent supports your internal hiring team by providing on-demand executive search and sourcing, enabling you to expand your team and extend your reach. You can count on our team of experts to deliver you a list of top candidates, ranging from CTOs to CEOs, generating lasting value for your organization.

### Diversify by IQTalent™

Diversify by IQTalent™ works to create a more diverse talent pipeline for your organization by finding qualified, underrepresented talent. In combination with our team of experts, our advanced AI can search databases to locate and identify passive talent that can transform your recruiting strategies and strengthen your DEI efforts.



## Featured In:

IQTalent is known for being a thought-leader and industry expert across a variety of topics. Our highly-skilled team is frequently featured in publications highlighting their personal and professional accomplishments. **For a list of the most recent publications IQTalent and our employees have been featured in, see our list below:**

- [How To Attract In-Demand Talent In This Market](#)
- [Creating A Flexible Work Culture That Thrives](#)
- [Why Recruitment Resource Planning Is A Critical Business Function](#)
- [Alex Barron Named To The Top 40 Under 40 List](#)
- [Caldwell Partners' David Windley Named to Savoy Magazine's 2021 Most Influential Black Corporate Directors](#)
- [Talent Acquisition Firm Announces a Diversity Focused Candidate Research SaaS](#)

## Awards:

Below is a list of awards IQTalent has received over the last 3 years.

### Nashville Business Journal:

Largest Recruiting Firms by Retained Placements in Nashville – 2021  
Top Retained Recruiting Firm in Nashville – 2020

### Tennessean:

- Top Workplaces of Middle Tennessee – 2022
- Top Workplaces of Middle Tennessee - 2021
- Top Workplaces of Middle Tennessee - 2022

### Hunt Scanlon:

- IQTalent Named to Hunt Scanlon Top 50 Search Firms List – 2021
- IQTalent Named to Hunt Scanlon Top 50 Search Firms List – 2020
- IQTalent Named to Hunt Scanlon Top 50 Search Firms List – 2019

### Best In Business Awards:

- Best in Business – 2020

### Nashville's Top 40 Under 40 Business Leaders:

- Alex Barron, Director, Recruiting Operations - 2022

## IQTalent Areas Of Expertise

Here is a list of topics that IQTalent is available to discuss or present:

- Candidate Sourcing and Recruitment Strategies
- Executive Search
- Candidate Research and Talent Mapping
- On-Demand Recruiting



- Diversity Recruiting
- Employee Retention and Engagement
- Employer Branding
- Recruitment Technology and Advanced AI
- Candidate Experience and Engagement
- Passive Candidates
- Business Development
- Corporate Culture

## Recent Articles From IQTalent:

For a list of recent writing samples from IQTalent, please read through our latest published articles here:

- [Diamond Recruiting Helps You Hire Top Talent In A Tough Labor Market](#)
- [5 Essential Steps To Building An Effective Talent Pipeline Strategy](#)
- [Maximize Your Diversity Sourcing Strategy For 2022](#)
- [Recruiting Connections: A Discussion On The Uses Of AI In Recruitment](#)
- [4 Reasons To Focus On Building A Culture Of DEI](#)

## IQTalent Speaking Samples:

Here are a few examples of recent and upcoming IQTalent speaking engagements:

- [#TheCandEs Virtual Conference 2022: DE&I in Recruiting, Hiring & Candidate Experience](#)
- [HR Connect 2022](#)
- [#SHRM19 David Windley](#)
- [This is Recruiting – Demystifying bias in recruiting and how to tackle it.](#)
- [Roadblocks to Elevating Women to the C-Suite](#)
- [The Power of Keeping In Touch](#)
- [The Human Side of Making Connections](#)

## IQTalent Speaking/Engagement Fee:

Contact us for specific information about any fees. Fees will be dependent on the event and location.

## IQTalent AV/Video Set Up Requirements:

As presenters, IQTalent needs access to the following tools/resources:

- ☐ Screen
- ☐ Projector
- ☐ Tie-in to a laptop (wireless or other)



## **IQTalent's Social Media and Contact Information:**

[Facebook](#)

[LinkedIn](#)

[Twitter](#)

[Website Homepage](#)

[Website Contact](#)

[Form](#)

**Phone Number:** 629-255-0709

**Email:** [info@iqtalentpartners.com](mailto:info@iqtalentpartners.com)

**Address:** 201 4th Avenue North Ste. 1300  
Nashville, TN 37219

## **Logos**

[IQTalent](#)

[Logos](#)

# IQTalent by the Numbers

## A Quick Fact Sheet

350+

350+ U.S. based talent consultants

5+

5+ continents where we've placed candidates  
(North America, Europe, Australia, Asia, and  
South America)

60  
days

We fill most positions in under **60 days**

700+

700+ number of satisfied clients

\$50  
thousand

Donated **\$50,000+** to local Nashville  
nonprofits

5  
days

**5 days** - the time it takes until you'll receive  
a curated list of top passive candidates through  
Diversify by IQTX™

700+

700+ million candidates on the IQTX marketplace