



VANGUARD RESOURCE GROUP

leading the way in business process improvements

Vanguard Resource Group is a National Management firm offering training & consulting services in the areas of Human Resource best practices.

Among the areas of expertise are:

- HR Staffing
- HR Planning
- HR Analytics
- Training & Development
- Improving Hiring Success



Systematic methods for creating world-class HR service's workshops include: Training Systems & Delivery, Lean Management and Lean Delivery of HR Services.



These key decision makers are excellent prospects for a variety of offers including:

- Training & Development
 - HR Benefits
 - Seminars
 - Insurance
 - Financial
- Business Software
 - Office Supplies
- Business & Consumer Publications



www.vanguardcircle.com

**For more information, please contact: Patricia Bishop
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Human Resources Decision Makers from Vanguard:

Postal	Universe	E-Mail
169,654	Universe	124,224
30,653	HR Staff/Generalist	25,432
43,680	HR Manager/Supervisor	25,780
5,923	HR Vice President	4,908
1,231	HR Planning & Organization Development	1,221
4,132	Compensation & Payroll	2,543
1,543	Employee Relations	1,150
1,212	Labor Relations	xxxx
4,328	Employment	xxx
14,654	Training & Development/Education	12,432
3,458	Employee Benefits Manager	2,438
1,686	Equal Opportunity Employer	1,543
1,365	HR Information Systems	xxxx

IT & Operations Managers from Vanguard:

Postal	Universe	E-Mail
101,526	Universe	92,905
35,658	CIO/CTO	31,111
1,908	VP/MIS	1,875
8,988	IT Director	7,933
5,981	IT Manager	5,565
25,554	Enterprise IT	24,873
3,654	TQM	2,866
7,803	Operations Management/VP/DIR	7,654
4,765	HR Planning	4,120
1,854	Organization Development	1,760
2,454	Process Improvement	2,321
2,907	Training & Development	2,827

Small Business Owners & Managers from Vanguard:

Postal	Universe	E-Mail
124,876	Universe	181,536
103,830	Small Business Owners/Top Executives	65,754
80,612	Small Business/Middle Management	65,171

