



Commercial Real Estate/ Facilities Management - Case Study

In this case study, we demonstrate 6 benefits of r/ally:

1. The ability to query a database with simple, natural language.
2. The use of semantic linking to infer a potential skill/knowledge set based on the presence of another relevant and related skill.
3. The ability to capture the multiple ways that the same type of information can be stored and recorded, e.g. "facility management" vs "facilities management" vs "managed facilities." They are probably the same skill set, but if someone is searching for "facilities management" and all the candidates have "facility management", candidates will be overlooked.
4. The analysis of current employees' prior experiences, projects and knowledge in determining appropriateness and fit for a new project, in this case, staffing a new outsourced facilities management project for a global engineering company.
5. how r/ally can be used, with minimal training and no formal knowledge of proper search syntax, by talent managers and internal recruiters to quickly and easily assess and prioritize, suitable candidates for a new role.

In this scenario, there are 3 steps to using r/ally

1. A manager identifies the core knowledge requirements for the project.
2. r/ally identifies experiences in employees' background that relate to the core knowledge requirements. This gives managers an idea of why a particular individual should have the relevant knowledge.
3. r/ally then identifies the employees associated with these experiences.

r/ally provides managers with an opportunity to understand and visualize how employee knowledge and skill sets can apply to new projects without having to memorize all of your team member's resumes and qualifications.

Case study objective

Sample Query

"Find me someone with experience in building and facilities management and maintenance, security, health and safety."

Extracted Skills

r/ally identified the skills listed below as potentially relevant to the position. A suitable candidate could state their qualifications using a combination of the terms listed below as well as phrases

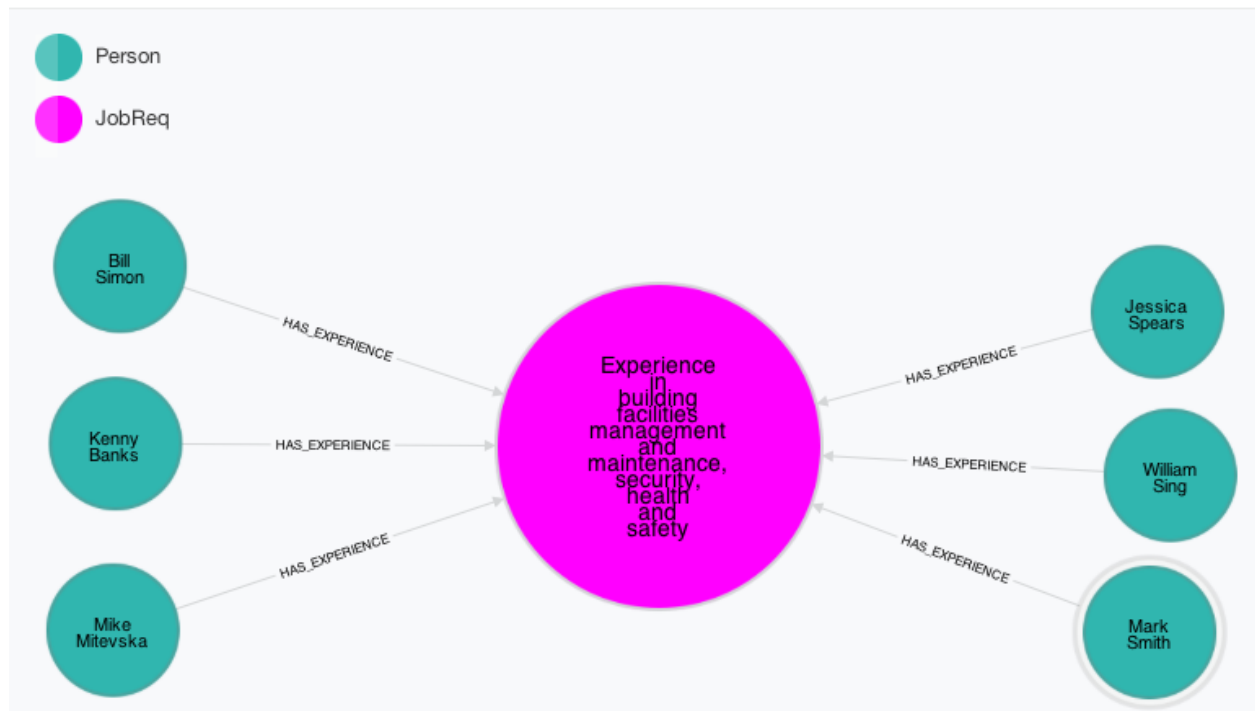


that could be related to these terms, but not expressly stated in or extracted from the job requirements, yet still be relevant to the position:

Identified Skills	Potentially Related Skills
facility management	
maintenance, repair, and operations	operations management, supply chain
security	logistics
health	health care, manufacturing, food safety
safety	
maintenance	
facilities management	
management	
facilities	

Candidates

The following candidates were culled from a pool of 13,000 users in various industries. The visualization of each candidate's skill sets allow administrators quickly review if a candidate has the required and/or related skills.



Mark Smith MBA, CFM, CBCP, MBCI



Mark Smith Resume

February 2014 - Present,

Quality Assurance Manager

Quality Assurance Manager providing leadership and Disaster Preparedness and Recovery support in a Fortune 50 Company.

January 2012 - Present

Subject Matter Expert: Disaster Preparedness and Business Continuity

Provide expertise and evaluate current Disaster Preparedness and Business Continuity submissions and participate in on-demand recordings regarding same. Professional Volunteer position - International Facility Management Association

September 2010 - January 2014

Director of Facilities and Maintenance, Goode Company Restaurants

Leadership and turnaround specialist for facilities and maintenance in full service restaurants and 32,000 commissaries.

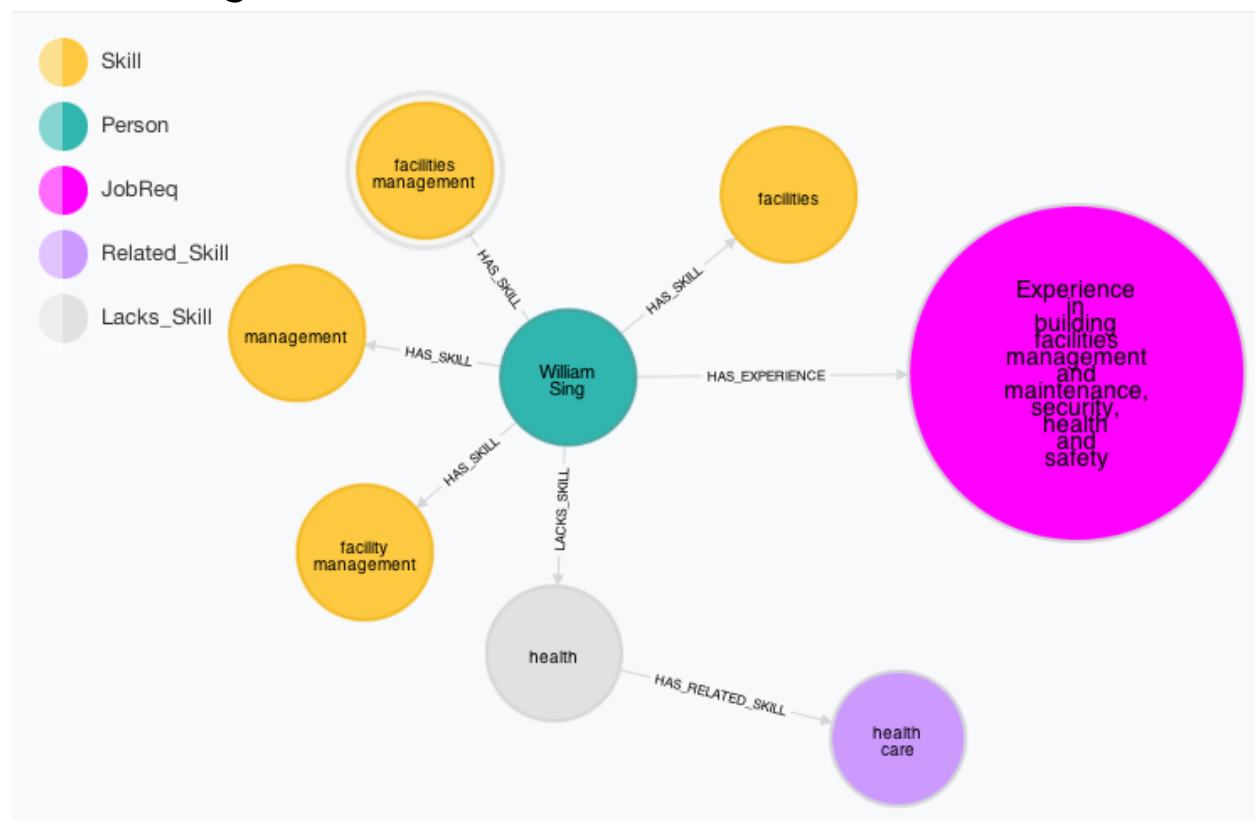


June 2004 - August 2010

Senior Regional Facilities Leader - Taco Bell/Yum! Brands

Leadership for 127 Facilities in 5 states to include Capital Planning / Execution, Services, Semi-annual Condition Assessments / Risk Analysis and monthly P & L Reporting. Construction: Added Co-brands in exiting units across the US. Performed detailed inspections of \$30MM in new construction to validate plan adherence, production quality and team safety prior to incorporating into regional portfolio.

William Sing



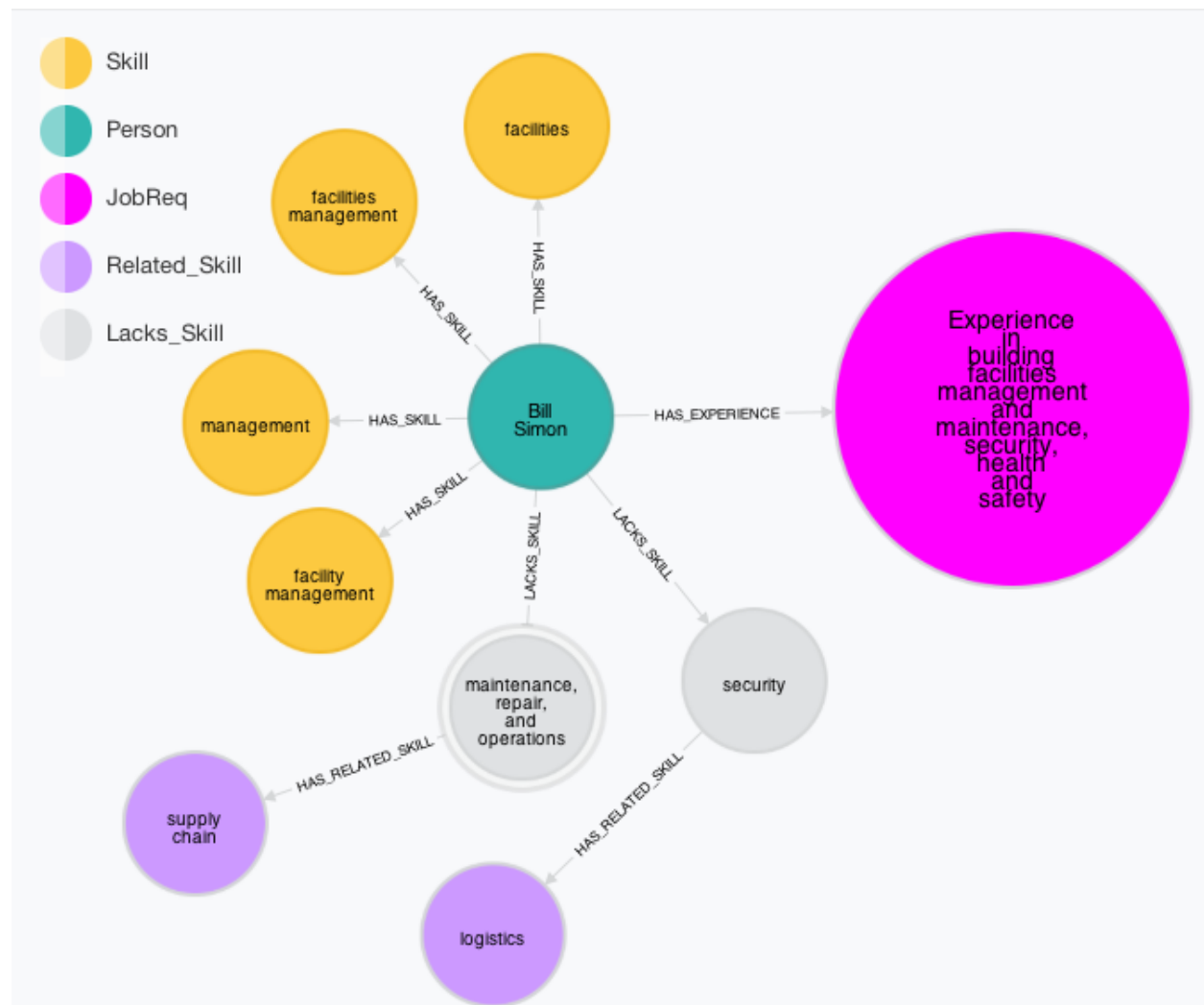
Will Sing Resume

Corporate Director of Facilities Management at Five Star Quality Care

Experience:

Corporate Director of Facilities Management, Five Star Quality Care

Bill Simon



Bill Simon's Resume

April 2014 - Present

Regional Facilities Manager, Amazon

As a Regional Facilities Manager for Amazon covering a series of Sort, Non-Sort and Specialty centers along the East Coast and a series of Quidsi facilities in the East, Midwest and West, I am responsible for developing talent and providing oversight to a wide range of Facilities Teams and initiatives. My role is that of a Mentor and a Facilitator - I remove barriers so my Teams can take care of our customers.



April 2012 - April 2014

Facilities Manager, Amazon Fulfillment

Facilities Manager at one of the largest Amazon Fulfillment Centers in the world. The Jeffersonville, IN has over 2.5 million square feet of work space in a multilevel building upon completion of all phases of construction in 2013. As FM I was in charge of the overall maintenance program for the building and grounds, as well as all systems relating to the general operation of the state of the art fulfillment center and all associated conveyance and sortation equipment. I am in charge a high skilled technical team of over 45 individuals who "Keep it Running!" As FM I am responsible for all day to day decisions relating to the Facilities Department. I am very involved with Training and Hiring the Best as well as developing internal Associates for next level positions. I started as the FM for this facility while it was in the early phase of construction. I was deeply involved with building discussions, planning and staffing decision making. We came a long way in a very short period of time. Construction started in March 2012 and we were receiving and shipping already by Oct 2012.

March 2011 - May 2012

Facilities Area Manager - PHX 6, Amazon.com

Facilities Leader in Amazon's Flagship FC in Phoenix AZ. Managing skilled technical team on state of the art material handling systems for the dot.Com retail industry. Also developed processes and training materials for the department. Was involved with internal build out in the facility that added another 1/3 to the locations overall production capacity.

January 2004 - March 2011

Facility Operations Group Leader, Target

Group leader in charge of specialized team tasked with the upkeep of state of the art product handling systems. Also involved with a major new technology roll outs. Started with Target in a facility in Iowa and helped roll out new ASRS technology at the local level. Moved to North Carolina to help start a new distribution center for Target and was one of the very first small group of individuals in the building to set it up and make it ready for Day One. The new facility also had an ASRS system which i was very involved with.

September 2001 - September 2003

Location Manager/City Director - Dalian & Jinan P.R. China, Aston Educational Services

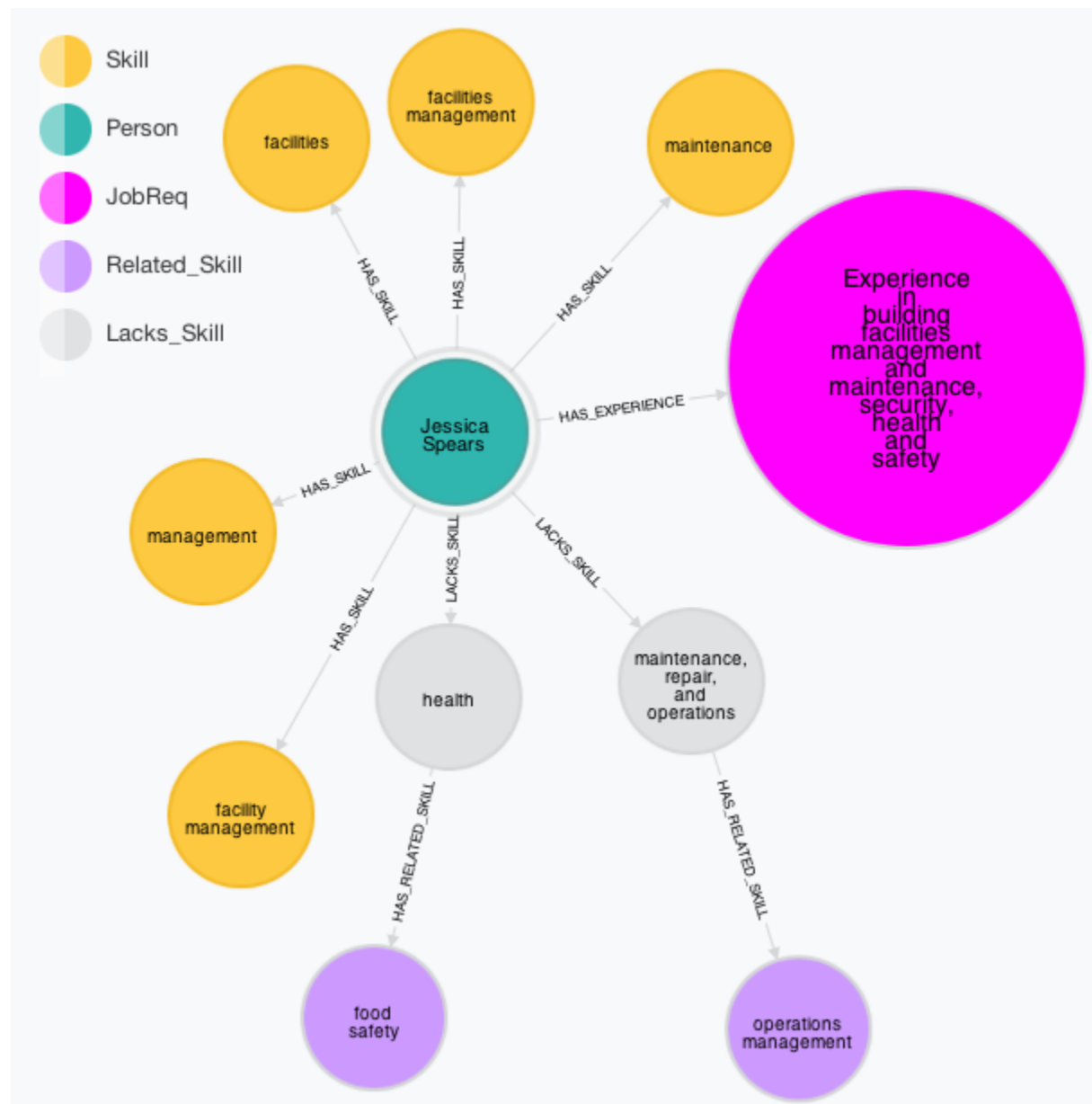
Location Manager for American based education company. In charge of all aspects of facility. Promoted to City Director and worked in that role for a year. As City Director had 40+ Western Nationals and a Chinese staff approaching 100 working under my direction at two facilities with a third under construction. Was City Director in the City of Jinan at the time of the SARs outbreak. We were the only school of any sort allowed to remain open in the city at that time due to our proactive steps to screening students for fevers before allowing them inside. Managed through tremendous growth of the schools and internal facility expansions.

Education:

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1985 - 1990
BS & BA in Geology & Geography
University of Northern Iowa

Jessica Spears





Jessica Spears Resume

Operations Director at Catalina Hotel & Beach Club

Experience:

February 2006 - Present

Operations Director at Catalina Hotel & Beach Club, South Beach Group Hotels

2005 - Present

Food, Health & Safety Independent Consultant, National Registry of Food Safety Professionals (NRFSP)

2004 - 2006

Rooms Division Manager, Marriott

2003-2004

Back of the House Housekeeping Management, Charles Group Hotels, The National Hotel

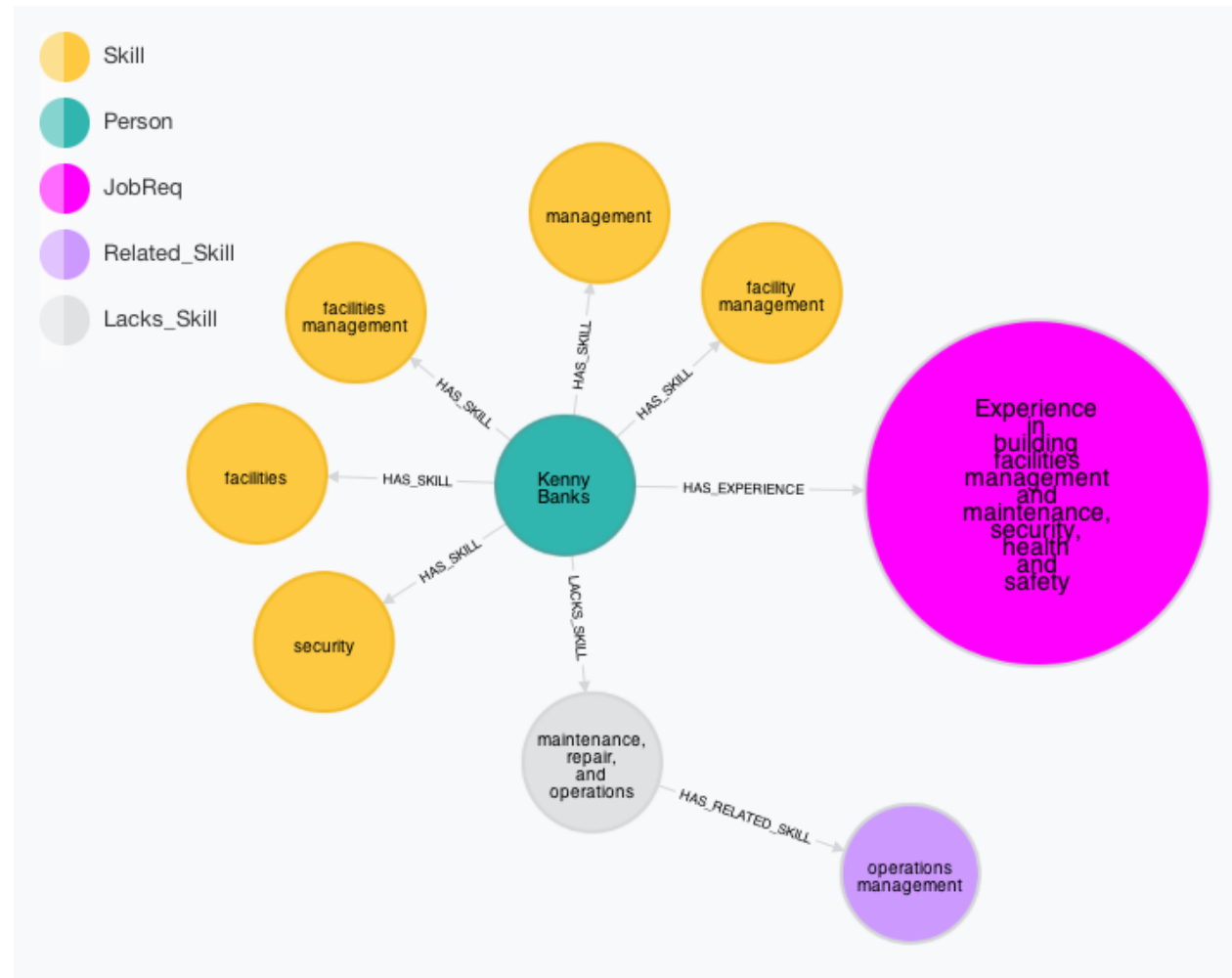
Languages:

- Spanish
- Portuguese
- Haitian Creole
- English

Education

Hospitality Administration/Management, Duoc UC

Kenny Banks





Kenny Banks Resume

Lean Six Sigma Yellow Belt

Contract Performance Specialist at US Federal Government

Experience:

January 2010 - September 2013

Assistant Director of Food Service Operations USMC Retired, US Federal Government
Contract Surveillance, Administration, Quality Assurance, Dining Facility Production Oversight, Fiscal/Budgeting, Planning, Supply Administration, Operations Management, Supply and Inventory Management, General Manager oversight, Contract Management in excess of \$500M.

August 2007 - December 2009

Dining Facility Manager/Operations Manager, United States Marine Corps
Managing Dining Facilities for active-duty Marines. Preparing multi-million dollar budgets for equipment, food, and supplies, managing personnel in multiple facilities, oversight of Japanese personnel, fiscal/cash handling, food safety and sanitation. Serve Safe certified.

September 2003 - August 2007

Operations Manager, United States Marine Corps
Served as Operations Manager while stationed in this command. Managed more than 60 personnel, including budgeting, fiscal, contracting operations, and supplies and subsistence requirements. Deployed to Iraq multiple managing contract dining operations, overseeing 300 plus personnel. Served as squadron First Sergeant and Company Gunnery Sergeant, managing hundreds of Marine personnel.

December 2000 - September 2003

Canvassing Recruiter, United States Marine Corps
Screening and processing qualified applicants in the Hampton Roads community. Contracting and shipping applicants to recruit training aboard MCRD Parris Island. Conducting interviews, public speaking and using professional selling skills. Assessing the needs of the Marine Corps and fulfilling all requirements. Mentoring, leading and guiding all personnel in the performance of their duties.

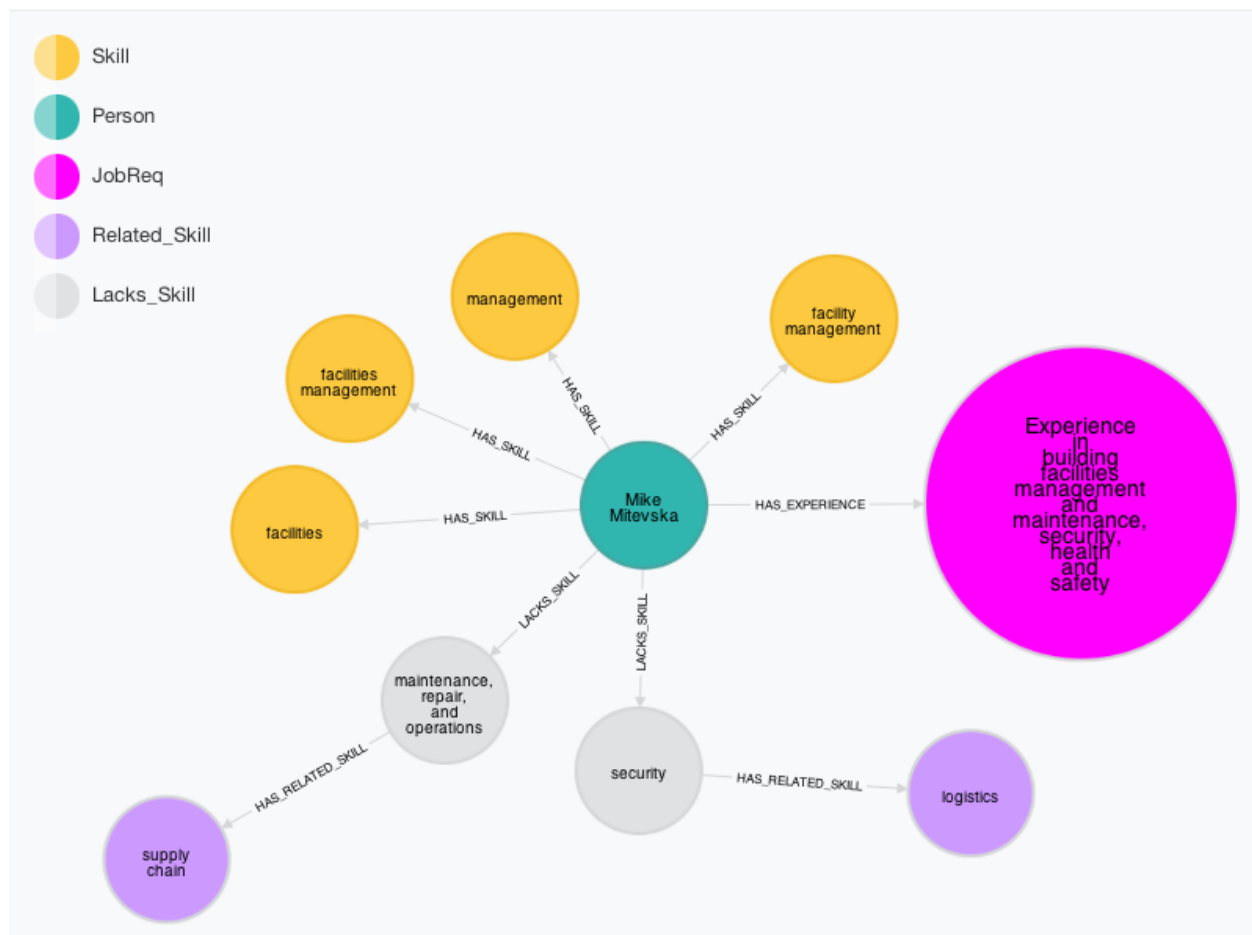
Languages: French

Education:

2012 - 2014 Bachelor of Management, Park University

2007 - 2009 Associate of Arts, University of Maryland University College

Mike Mitevska



Mike Mitevska's Resume

Operations Manager at Studio Gaugain

January 2012 - Present

Operations Manager, Studio Gaugain

January 2012 - Present

CEO / Owner, zno Makers

Real Estate Investment

2010 -2011

Director Of Logistics, KAM Supermarkets