

## Why Choose Us

- Our direct-source recruiting process allows us to identify the most qualified and accomplished candidates. We reach out and call the entire market. We do not depend on advertising, the Internet, or resumes on file.
- Our intimate knowledge of the candidate means we know what it will take to make a successful hire.
- Our experience includes engagements from professional mid-management to the executive suite and across all functional disciplines.
- Our knowledgeable consultants establish a partnership with each client and take direct responsibility for each engagement from start to finish.
- Our results-oriented mentality and adherence to the highest ethical standards reflects our commitment to helping our clients find the right solutions to their human capital needs.
- Our consultants are experts on specific industries and disciplines and bring the added value of market knowledge to every project.
- Our superior knowledge of how business is impacted by the federal government gives us a unique perspective on assignments of a national perspective.
- Our deep involvement in the business and civic networks where we work and live gives us insight in to our regional economies.

### Process

Our comprehensive approach to executive search is a hallmark of our company. Our search process includes these essential steps:

- We work closely with our client to fully develop the opportunity and determine a winning search strategy.
- We search the market for candidates identified by their peers as the leaders in their fields.
- We contact and qualify all prospective candidates.
- We expedite the interview process, gather feedback from both employer and candidate, and provide detailed analysis to determine next steps.
- We manage the negotiation process to produce a fair and acceptable offer.
- We follow up throughout the transition process to ensure that the new hire becomes fully integrated into the organization and is positioned to succeed.