

Stephens Associates, Ltd.

480 South Third Street | Columbus, Ohio 43215 | 614.469.9990 | 614.469.0177 Fax

IMPACT Recruiting Program

In response to client needs, Stephens Associates has recently launched its ***IMPACT Recruiting Program*** focused on Sales and Marketing recruiting. Stephen Martinez, Managing Partner of Stephens Associates and a former Xerox executive, states “*We are pleased to provide a truly innovative approach, combining the expertise and professionalism of retained executive search with the ‘speed enhancing’ capabilities of our upgraded electronic communications and database access.*”

FEATURES OF THE PROGRAM

- ❖ Focused research of the client’s industry, to identify candidates
- ❖ Profile comparison of the candidate background to the client position
- ❖ Thorough screen via phone/video-conference
- ❖ Full reference checks & presentation of candidate qualifications to hiring manager
- ❖ Event-timed Fee Structure
- ❖ 60 day target completion date
- ❖ 6 month guarantee

BENEFITS OF THE PROGRAM

- ❖ Focus
- ❖ Speed
- ❖ Quality Candidates
 - Fully screened
 - Industry specific experience
 - Matched to position requirements
 - Matched to company culture
- ❖ Efficient Use of Client Resources
- ❖ Effective Results

Mr. Martinez continues, “*We are a bit unique, in that each of the partners and researchers working on the **IMPACT Recruiting Program** has previously held a position in sales and marketing, and that experience is key to their being able to understand client needs and assess candidates accordingly.*”

The ***IMPACT Recruiting Program*** is supported by Stephens Associates database of more than 5000 professionals, and is specifically designed for growing companies in the following industries:

- | | |
|-----------------------------------|---|
| ❖ Telecommunications | ❖ Consumer Products |
| ❖ Information Technology | ❖ Industrial Manufacturing/Distribution |
| ❖ Specialty Chemicals | ❖ Metals, Metalworking, Machinery |
| ❖ Plastics and Plastics Machinery | ❖ Electronic Commerce |

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Denise Fooce, Director of Research for Stephens Associates, states, “*Our ability to identify ‘transferable skills’ among sales and marketing professionals, relating their past accomplishments to the needs of our clients, has been important to our success in filling positions effectively.*”

Assignments Recently Completed within the IMPACT Recruiting Program

Director of Marketing Analysis

- ❖ **National Industrial Distributor (\$5.0 billion sales)**

Position filled in 45 days, fitting both profile and diversity interests of client.

Director of National Accounts

- ❖ **Telecommunications Components Company (\$400 million sales)**

Position filled in 60 days. Company had previously conducted a 9 month search using contingency firms, with no success.

Strategic Account Manager

- ❖ **Power Support Systems Manufacturer, Services Division (\$700 million sales)**

Position filled in 70 days. Client interviewed 5 candidates, selected 2 as finalists, and hired both, creating an additional position for the second.

Vice-President Sales & Marketing

- ❖ **Metalworking Products Manufacturer (\$600 million sales)**

Initial candidates were presented in 35 days. Search had previously been ongoing for 14 months, using other firms. Client reported to us that these were “*the best candidates I have seen in 5 years.*”

Product Manager

- ❖ **Provider of Systems Integration Products (\$900 million sales)**

Initial candidates were presented within 30 days, both from major competitors. Offer is forthcoming.

Professional Organizations

Supported by Stephens Associates, Ltd., and its clients and candidates

Strategic Account Management Association (SAMA)
<http://www.strategicaccounts.org>

Society for Human Resource Management (SHRM)
<http://www.shrm.org>

American Marketing Association (AMA)
<http://www.ama.org>

Information Technology Services Marketing Association (ITSMA)
<http://www.itsma.com>

Society of Competitive Intelligence Professionals (SCIP)
<http://www.scip.org>

Technical Association of the Pulp & Paper Industry (TAPPI)
<http://www.tappi.org>

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