



Sanford Rose Associates®

Executive Search

Our Expertise

Sanford Rose Associates is a premier international Executive Search firm, committed to finding the best possible talent in the shortest possible time. Our expertise lies in "finding people who make a difference®" for our client partners.

SRA-Howell specializes in placing mid to senior level Human Resources, Finance, Sales and Marketing, Operations, Engineering, Purchasing, Quality, EHS, Program and Project Management, and International Trade Compliance professionals. We have extensive working knowledge and experience in a variety of manufacturing environments, including transportation and defense manufacturing.

Our Commitment

Our commitment is to find better candidates faster - taking full advantage of our industry and occupational expertise, state-of-the-art technology, proprietary Dimensional Search® process and commitment to client satisfaction.

"Our mission is to be the preferred source of executive search consulting services for our clients and candidates. Dedicated focus on client needs, unsurpassed integrity, attention to detail, and clear, honest communications are the cornerstones of how we operate."

www.sanfordrose.com/howell



Sanford Rose Associates®

EXECUTIVE SEARCH

Sanford Rose Associates - Howell

123 East Washington Street • Howell, MI 48843

Phone) 517.552.9230 • Fax) 517.552.9231

Brett Blair, Managing Director, CPC

bblair@sanfordrose.com

Sanford Rose Associates® – Executive Search

Meet Our Staff

Brett Blair, CPC

Prior to joining Sanford Rose Associates, Brett enjoyed over 20 years of experience with increased levels of responsibility in prestigious Fortune 100 firms. At AFL, (an Alcoa subsidiary), a \$1 billion global supplier of automotive electrical and electronic products, Brett's career included the following diverse set of roles: Process Engineer, Customer Service Manager, Purchasing Manager, Director of Supply Chain, Director of Human Resources, Director of International Trade Compliance, Director of Market Development, and General Manager of its \$200 million global Automotive Electronics Division. Prior to working for Alcoa, Brett was Regional Sales and Marketing Director for RE/MAX Real Estate, and Process Engineer for 3M Corporation.

Brett holds a Bachelor's of Science degree in Industrial Engineering from the University of Missouri – Columbia, and an MBA from Tennessee State University. Brett also studied international business and Japanese language at Sophia University in Tokyo, Japan. He is a member of the Society of Automotive Engineers (SAE), the Society of Human Resources Management (SHRM), and the National Association of Personnel Services (NAPS).



Brett Blair
Managing Director, CPC
bblair@sanfordrose.com

Courtney Grant Tobbe, Operations Director

Courtney joined Sanford Rose Associates with several years experience in marketing, sales and personal coaching. She has strong sales experience within the real estate industry and has worked extensively with traditional neighborhood and mixed-use developments in Southeastern Michigan. Courtney has experience in the wholesale business arena and was Showroom Director, The Etna Showroom, a luxury kitchen and bath showroom catering to the building industry and specialty markets. Courtney has experience in Global Communications with The Estee Lauder Companies, Brooks Brothers Public Relations, and within the United States Commercial Service Department, American Embassy London.

Courtney holds a Bachelor's of Science degree in Buying and Merchandising from the Fashion Institute of Technology in New York, NY.



Courtney Grant Tobbe
Operations Director
cgrant@sanfordrose.com

Dieter H. Lehnert, Executive Search Consultant

Dieter brings international expertise to his clients having worked within the global automotive industry for 36 years. German born but raised in America, Dieter has worked and interacted with European based automotive companies throughout his career. He possesses a good understanding of the needs of the United States sites of internationally based firms.

Dieter started his career at General Motors in 1973 as part of the cooperative education program at General Motors Institute (GMI). After graduating he remained with General Motors before continuing on with global Tier 1 suppliers specializing in electrical and electronic applications. During his last 17 years he has held senior technical and commercial management positions at Sheldahl, Thomas & Betts, Alcoa (AFL), and Draexlmaier. His responsibilities included defining and implementing corporate business acquisition initiatives. He has provided technical sales and marketing leadership and built and managed Detroit area based technical design centers during this time.

Dieter holds an MBA from John Carroll University in addition to his undergraduate degree from GMI. He has been an SAE member for many years.



Dieter H. Lehnert
Executive Search Consultant
dlehnert@sanfordrose.com

Karrie Bloomquist, Executive Search Consultant, CPC

Karrie holds a Bachelor's of Business Administration in Marketing with a concentration in Advertising. She is also a Certified Personnel Consultant as designated by the National Association of Personnel Services. Her past professional experience has involved work in numerous areas of sales and marketing and as a private business consultant.

Karrie is a trained therapist specialized in Leadership and Personal Development practices. She is certified in multiple areas of Hypnotherapy and is a member of the International Medical and Dental Hypnotherapy Association. Karrie's diverse skill-set also includes that of a small-business owner, artist and advertising mentor. Collectively, Karrie offers a unique perspective and a true-ability to deliver effective results in the recruiting workplace.



Karrie Bloomquist
Executive Search Consultant, CPC
kbloomquist@sanfordrose.com



Lisa Tincu
Executive Search Consultant
ltincu@sanfordrose.com

Lisa Tincu, Executive Search Consultant

Lisa joined Sanford Rose Associates with over fifteen years experience in marketing and sales. She has served as an account executive for a national media corporation, concentrating on print and internet advertising. She has created and executed effective advertising campaigns for a variety of industries including realty and automotive. Lisa successfully launched a broadcast marketing campaign for a start up cable network program. She has also served as publisher and advertising sales manager for a monthly marketing publication.



Pilar Buenahora Jenkins
Executive Search Consultant
pbjenkins@sanfordrose.com

Pilar Buenahora Jenkins, Executive Search Consultant

Pilar joined Sanford Rose with over fifteen years of experience in non-profit and for-profit organizations. She has professional experience in marketing and human resources for a Fortune 100 company, including specific concentrations in placement of sales, human resources, loss prevention, IT and finance positions. Pilar has worked extensively with non-profit groups across the country where she has held various leadership positions in community, education, and charitable organizations.

Pilar is a native of Nashville, TN and holds a Bachelor's of Science degree in Business Administration with a concentration in Marketing from The University of Tennessee at Knoxville.



Maria Elena Cavazos
Executive Search Consultant
mecavazos@sanfordrose.com

Maria Elena Cavazos, Executive Search Consultant

Maria Elena provides executive search services primarily in the Mexican market, but also works with client companies and candidates in the United States and Canada.

Maria Elena Cavazos is from Rio Bravo, Tamaulipas, Mexico and holds a Law degree from the Universidad Regiomontana in Monterrey, Mexico. She has over 15 years of experience in labor, commercial and corporate law. Maria Elena has worked with Multinational Companies within the United States and Mexico, and has significant experience in various functional areas, including: Customer Service, Purchasing, Human Resources and Quality Control in the Automotive and Electronics Industries. She has also worked for the Canadian Federal Government in the "Community of Federal Regulators", and has expertise in understanding and application of Canadian law and its regulations.



Scott Pilkinton
Executive Search Consultant, CPC
spilkinton@sanfordrose.com

Scott Pilkinton, Executive Search Consultant, CPC

A native of Nashville, Scott is based in Nashville, Tennessee and assists clients of Sanford Rose Associates to find their newest mid-to-upper level star executives in a variety of disciplines, including Information Technology and Human Resources.

In addition to working in marketing and manufacturing environments, Scott enjoyed a ten year stint working in media relations in college and professional sports, including leading the development of and editing the website of the Nashville Predators NHL hockey team. He most recently served as an Account Manager with Acxiom where he aided national clients with database and email marketing.

Scott graduated from Vanderbilt University with a degree in Human and Organizational Development and a minor in Business Administration.



Tammy Camp – Director of Recruiting, Gerdau AmeriSteel

"We have found Sanford Rose Associates to be an excellent Executive Search resource. Having worked with Brett Blair on several Finance and Human Resources-related executive searches, I have found his approach and capabilities to be outstanding. Having been a Human Resources executive in his prior career, Brett brings a unique perspective and skill-set not found with most executive search firms. SRA has become a true partner in supporting our executive-level talent acquisition needs."

Beth Christopher – Cheetah Program Recruiter Force Protection Industries, Inc.

"Sanford Rose Associates has become a preferred recruiting partner with our organization. They have gone the extra mile to learn about and embrace our corporate culture in order to better serve our hiring needs. Brett Blair and his staff have repeatedly demonstrated that they can quickly identify and present the caliber of candidates we need. I have truly enjoyed working with Brett on a variety of search assignments. As a former HR professional, Brett brings a unique understanding to our relationship. He is not simply another executive recruiter. He is a true business partner!"

Joao Jose San-Martin – Vice President Human Resources, Alcoa Electrical and Electronic Solutions

"Over the years I have worked with many executive search firms, but I have found that Sanford Rose Associates is one of the best. They have been engaged in a variety of searches with our firm, both in the U.S. and Mexico, and have placed outstanding candidates in a variety of functional roles and levels within the organization. SRA has repeatedly demonstrated that they have the ability to locate high-quality candidates and effectively manage the placement process. They are extremely professional, ethical, and have become a trusted partner in support of our overall talent acquisition needs."

William Valk, Director Global Human Resources - Guardian Industries Corp.

"Brett Blair and Sanford Rose Associates have developed a preferred executive recruiting relationship with our firm. Brett has demonstrated a unique ability to understand our culture and needs. He and his firm have a very hands-on approach, and operate with our genuine interests and a long-term relationship in mind. I can highly recommend Sanford Rose Associates for important executive-level search assignments."



Sanford Rose Associates®

Executive Search

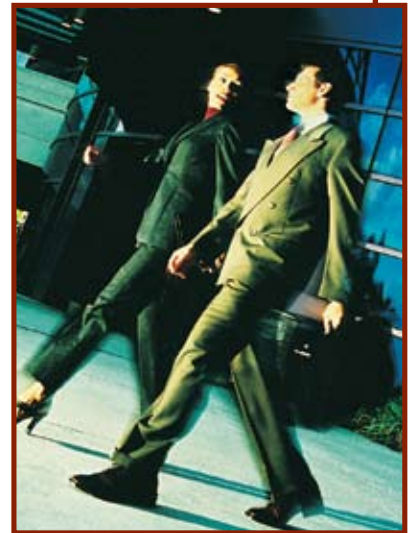
Our Experience and Expertise

Our Value Proposition

- Deep manufacturing experience, knowledge and focus
- Broad functional expertise
- 100% dedication and commitment to client satisfaction and outcomes
- Highest level of integrity and confidentiality
- Proprietary Dimensional Search® methodology
- Active engagement of our global network - with more than 65 offices

Our Functional Focus

- Human Resources
- Accounting and Finance
- Sales and Marketing
- Operations/Plant Management
- Program/Project Management
- Engineering
- Purchasing
- Environmental, Health and Safety
- Quality
- International Trade Compliance



Sanford Rose Associates®
EXECUTIVE SEARCH

Sanford Rose Associates - Howell

123 East Washington Street • Howell, MI 48843

Phone) 517.552.9230 • Fax) 517.552.9231

www.sanfordrose.com/howell

