



Sanford Rose Associates®

Executive Search

Our Expertise

Sanford Rose Associates is a premier international Executive Search firm, committed to helping you find 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, and our practice is primarily focused in this area.

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



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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

Brett Blair, CPC is Managing Director of Sanford Rose Associates - Howell

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 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

Kirk Nelson, Executive Search Consultant

Kirk Nelson is an Executive Search Consultant with Sanford Rose Associates – Howell. Kirk provides over 25 years of combined experience in the Automotive, Electronics and Executive Search Industry as a Sales and Marketing hiring manager and Search Consultant. He has worked with Executive Search firms throughout his professional career to evaluate, select and secure top industry professionals.

Kirk can effectively “read between the lines” throughout the candidate search and selection process to insure only the best possible qualified candidates are presented for your consideration. He has held commercial sales and marketing leadership positions with companies such as Thomas & Betts Electronics, Sheldahl Corporation, Molex and Alcoa Automotive (AFL) as a Regional Manager, Senior Account Manager, Sales and Marketing Manager and Advanced Programs Sales Manager.

Kirk holds a Bachelor Degree in Business Management and Organizational Development from Spring Arbor College, in Jackson, Michigan and is a member of the Society of Automotive Engineers (SAE) and the National Association of Personnel Services (NAPS).



Kirk Nelson
Executive Search Consultant
knelson@sanfordrose.com

Meredith Beausoleil, Executive Search Consultant

Meredith Beausoleil is an Executive Search Consultant with Sanford Rose Associates, Howell. Meredith comes to Sanford Rose Associates with a tenured background in executive recruiting, specializing in manufacturing. She has assisted in the development of her clients in the arenas of R&D, Product Development, through Product Launches, and Production. She has been successful working in all modules of operations, including Engineering, Supply Chain, Accounting and Finance, Human Resources, Sales, Program Management, as well as Quality Systems. She is specialized within industries including Electronics, Plastics, Metals, and Glass. Meredith has assisted clients in new location ramp ups, working on-site to ensure effective matches, expedited results, and a smooth transition for both her clients, and candidates.

Meredith's experience comes from a foundation in manufacturing. Prior to becoming an executive recruiter, she held successful roles in Human Resources, Quality Systems Management, and Sales/Account Management.



Meredith Beausoleil
Executive Search Consultant
mbeausoleil@sanfordrose.com

Courtney Grant Tobbe, Executive Search Consultant

Courtney Grant Tobbe is an Executive Search Consultant for Sanford Rose Associates – Howell. 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 of Science degree in Buying and Merchandising from the Fashion Institute of Technology in New York, NY.



Courtney Grant Tobbe
Executive Search Consultant
cgrant@sanfordrose.com



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

Karrie Bloomquist, Executive Search Consultant, CPC

Karrie Bloomquist is an Executive Search Consultant for Sanford Rose Associates – Howell. She is also a Certified Personnel Consultant as designated by the National Association of Personnel Services. Karrie holds a Bachelors of Business Administration in Marketing with a concentration in Advertising. 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.



Maria Elena Cavazos
Executive Search Consultant
mecavazos@sanfordrose.com

Maria Elena Cavazos, Executive Search Consultant

Maria Elena Cavazos is an Executive Search Consultant with Sanford Rose Associates – Howell. She 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

Scott Pilkinton is an Executive Search Consultant with Sanford Rose Associates – Howell. 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."



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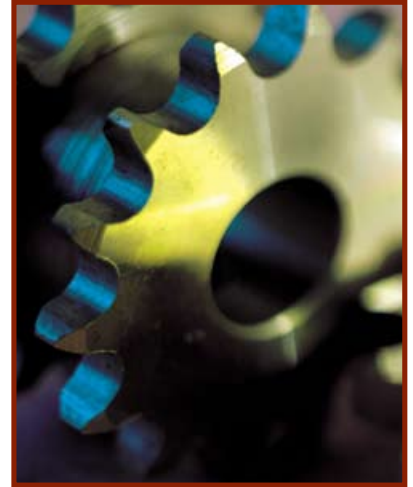
Our Experience and Expertise

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



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