



# Sanford Rose Associates<sup>®</sup>

## Food Industry Executive Search

Finding people who make a difference<sup>®</sup>

Sanford Rose Associates is a premier international Executive Search firm, committed to helping you find the best possible people in the shortest possible time. Our practice specializes in placing executives and professionals from the C-level to middle management and individual contributors across all functional areas. Our industry focus includes food and beverage businesses throughout the value chain from agriculture and food processing to distribution and retail.

### Our value proposition

- Exclusive Food Industry focus
- Extensive Food Industry experience
- Dedication and commitment to client outcomes and satisfaction
- Highest level of integrity and confidentiality
- Proprietary Dimensional Search<sup>®</sup> methodology
- Global Network of over 65 offices

*“Our vision is to help clients in food, agribusiness, and related industries achieve their business objectives by identifying and placing exceptional executives in key positions.”*

**Sanford Rose Associates - Executive Search**  
Food Industry Practice



**Sanford Rose Associates<sup>®</sup>**  
EXECUTIVE SEARCH

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**Winston-Salem Area Office • Howard W. Rush**  
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## Food Industry Executive Search

### Quality and Value

#### Our commitment to clients

Our mission is to identify and place the highest caliber executives with our clients. We are committed to taking full advantage of the team's global reach, industry experience, contacts, time-proven search process, personalized service and attention.

#### How we differ

Focus	Exclusive Food Industry focus
Experience	Each of the partners has significant industry experience—over 90 years in total
Global Reach	Over 65 offices in North America, Asia and Europe
Time-Proven Search Process	Sanford Rose Associates has been in continuous operation since 1959 using the Proprietary Dimensional Search® methodology
Personalized Attention and Service	Managing Directors maintain continuous client communication on all search assignments
Commitment to Client Results	Our practice only accepts assignments that we are confident we can complete, and we have successfully placed senior level executives from virtually all disciplines
Technology	State-of-the-art recruiting software and system-wide networking capability
Ethics and Professionalism	The highest level of integrity and confidentiality are always maintained



#### Our proven approach

Our process begins with an in-depth conversation to understand your unique requirements and needs. We want to help you find the kind of people who will truly make a difference in your organization. Contact one of our managing directors today to find out how the Food Industry Practice can help you achieve your objectives.



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### Experience and Success

Company Type	Engagement
<i>Annual revenues from \$20 Million to over \$20 Billion</i>	<i>Proven experience and success in candidate search and placement</i>
Branded and Private Label Baking	<ul style="list-style-type: none"> <li>• Vice President and General Manager</li> </ul>
Dairy	<ul style="list-style-type: none"> <li>• Director, Capacity Planning</li> <li>• Senior Project Engineer</li> </ul>
Food Equipment Manufacturer	<ul style="list-style-type: none"> <li>• New Product Development Manager</li> </ul>
Food Ingredient	<ul style="list-style-type: none"> <li>• Controller</li> <li>• New Business Development Manager</li> <li>• Marketing Executives</li> <li>• Chief Financial Officer</li> </ul>
Food Packaging Machinery	<ul style="list-style-type: none"> <li>• General Manager</li> </ul>
Global Food Processing	<ul style="list-style-type: none"> <li>• Sales Executive</li> </ul>
International Branded Beverage	<ul style="list-style-type: none"> <li>• Plant Controllers</li> </ul>
International Food Processing	<ul style="list-style-type: none"> <li>• Vice President, Manufacturing</li> <li>• Capital Program Managers</li> <li>• Supply Chain Outsource Manager</li> <li>• Corporate Vice President of Engineering</li> </ul>
Private Label Food Processing	<ul style="list-style-type: none"> <li>• Senior Project Engineers</li> </ul>
Various Branded Food Processing	<ul style="list-style-type: none"> <li>• Plant Managers</li> <li>• Commodity Auditor</li> <li>• Plant Controllers</li> <li>• Director of R&amp;D</li> </ul>

### Your success is our focus

The Food Industry Practice can assist you in finding the right kind of people to fill your critical search needs. Whether your company is large or small, we can help you achieve your organizational goals. We are committed to helping our clients succeed.



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### Managing Directors

#### William D. Boeger, PE, CPC

Sanford Rose Associates-Madison, William D. Boeger has over 20 years of experience in Engineering, Manufacturing, Automation and Management. Prior to opening the Madison, WI office, Bill held a senior position with a leading international Food/Beverage/Dairy Corporation. He also has experience in the plastics industry, including food and beverage containers. An alumnus of the University of Wisconsin, Bill and his staff bring knowledge of the industry and an appreciation of the added value in aligning the "perfect fit" for your organization.

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#### Steven J. Burks, PhD

Sanford Rose Associates-Crystal Lake, Steven J. Burks, PhD, has over 15 years of industry experience in R&D, Business Development and Marketing/Sales. Steve was involved in launching three start-up businesses from the ground floor. Since opening his executive search firm in 1999, he has focused on serving the food manufacturing industry by providing senior executive and middle management level talent to his clients.

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#### Lionel M. Hardy, CPC

Sanford Rose Associates-Huntersville, Lionel M. Hardy joined Sanford Rose Associates after more than 20 years in operations management. His career included roles as Plant Manager, North American Director of Technical Service and Director of New Technology Development for both US and German multinationals. Specific tasks have included leading the implementation of SAP for a North American business unit and the implementation of a company-wide continuous improvement process.

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#### Howard W. Rush, CPA

Sanford Rose Associates-Winston Salem, Howard W. Rush joined Sanford Rose Associates after an extensive career in financial and general management including a number of merger and acquisition transactions. His food industry experience includes serving as CFO of Murphy Farms (pork production), CFO of Pennfield Corporation (integrated poultry and animal feed production), independent director of Rocco, Inc. (integrated poultry producer and marketer), and Corporate Controller/Chief Accounting Officer of Hershey Foods Corporation. Howard is a CPA and began his career with Arthur Andersen & Co.

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