

Sanford Rose Associates® – Milwaukee

Retained Executive Search

Our Mission, Commitment and Performance Based Approach

What Sets Us Apart:

- Our Successful Track Record
- Our Client Focus
- Our Global Reach
- Our Process

Finding people who make a difference®

Our Mission

Our mission is to win the relationships with our clients for life. We simply seek to be the best retained executive search firm available as measured by our clients' satisfaction and loyalty. We help our clients to strategically invest in and develop their human capital, improve their organizations and achieve superior performance.

Our Commitment

Our commitment is to find the best candidates faster by taking full advantage of our industry and occupational expertise, state of the art technology, and to achieve superior client outcomes and satisfaction.

Our Performance Based Process

Our proprietary Dimensional Search® process provides our clients with a performance based approach that results in the highest levels of client satisfaction. We use small, nimble teams of experienced consultants to conduct each engagement. Clients have direct access to the people doing the work, and the senior search consultants involved have detailed knowledge of our clients and their industries.

“Sanford Rose Associates® - Milwaukee is successful because you work hard, your integrity is uncompromised, your retained search process is efficient and effective, and you listen.”

Metals Manufacturing CEO



**Sanford Rose Associates®
Milwaukee**



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Sanford Rose Associates® – Milwaukee

Retained Executive Search

Our Focus, Experience and Value



“We appreciate your integrity in the retained executive search process. You provide honest and accurate assessment of candidates. Too often consultants in your industry only sell.”

Global Engineered Products Company President

Our Focus

Sanford Rose Associates® is a premier international executive search firm, committed to helping you find the best people in the shortest possible time. We serve a broad range of clients, from less than 50 to over 15,000 employees and from less than \$50 million to over \$5 billion in sales. Our focus is on retained executive search services including professionals, managers, directors and vice-presidents across all key functional areas, group and business unit presidents, and c-level executives across a broad set of industry sectors. While based in Milwaukee, we serve clients throughout the Americas, Europe, and Asia. We focus on creating long-term value for our clients and their owners. Our clients' interests will always come first.

Sanford Rose Associates® – Milwaukee First Choice for Retained Executive Search

Executive Management: From the front lines to the boardroom, companies live or die by the quality and effectiveness of their leaders. Our clients' executive placements are too crucial to leave to chance. Sanford Rose Associates® – Milwaukee delivers the top industry talent available at any given time for our clients' executive talent needs.

Human Resources: Chief Human Resources Officers/SVP/VP, and Executive Subject Matter Experts – Career Development and Succession Planning, Compensation and Benefits, Executive Compensation, Generalists, Health & Safety, Labor Relations, Organization Development, Strategic Human Resources, Talent Management

Industrial and Supply Chain: Aerospace & Defense, Automotive, Consumer Packaged Goods, Distribution, Energy, Engineered Products, Manufacturing, Materials Management, Medical Devices, Metals, Pharmaceuticals, Racing Technologies, Supply Chain, Transportation

Technology: Emerging Technologies, Gaming and Interactive Media, IT, Software, Telecommunications, Web

Financial: Consumer and Investment Banking, Credit and Lending, Insurance and Risk Management, Services and Technologies

Consumer: Brand Management, Category Management, Creative, Durables, Food and Beverage, Licensing, Packaged Goods, Sales and Marketing, Supply Chain

Environmental Services: Environmental Engineering, Green Technologies, Hazardous Waste, Laboratory Services, Renewable Energy, Remediation Services

Healthcare and Life Sciences: Claims Processing and Insurance, Hospital/Health Systems, Integrated Delivery Networks, Physician Groups, Regulatory Affairs, Software and Systems, Third Party Administrators



Finding people who make a difference®

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Our Commitment to Time Tested Processes and Getting the Job Done



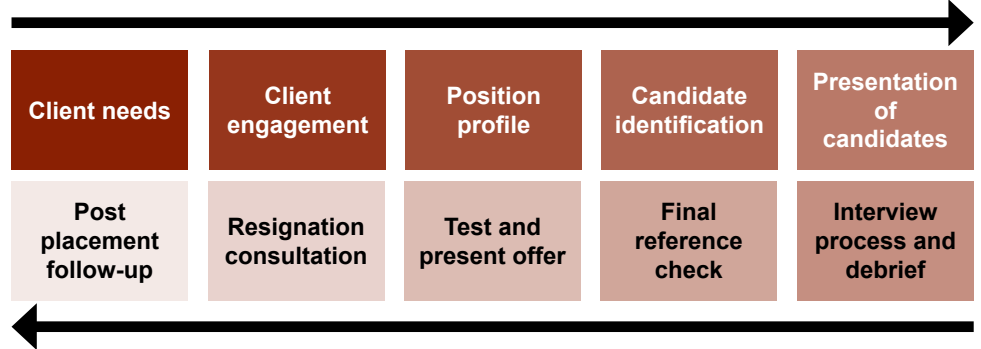
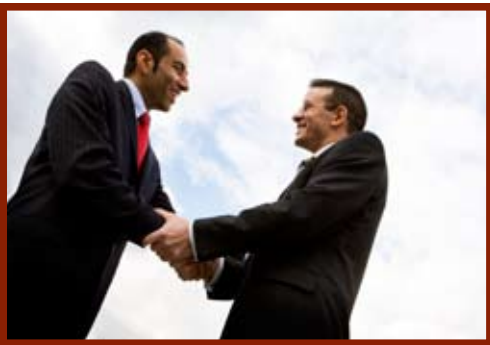
Key elements to the process

We get results by following a proven process that is proprietary and unique.

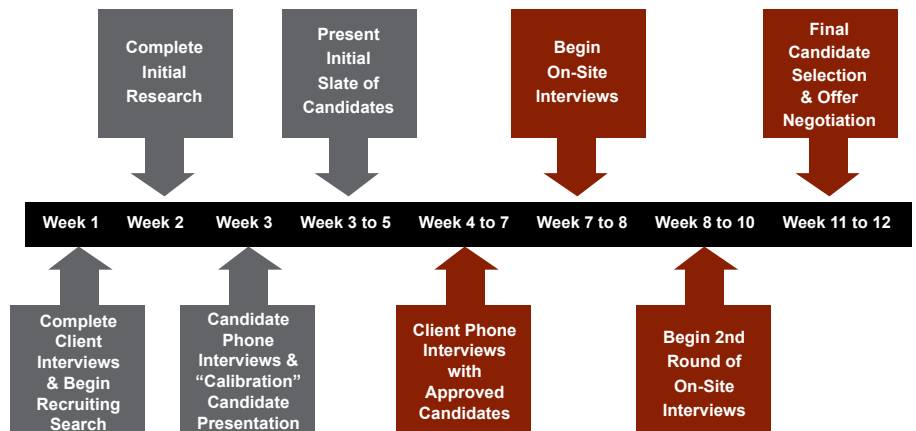


“Your commitment to managing the process effectively and professionally places you in the top tier of retained executive search firms. You work to assure that you exceed the client’s expectations.”

**Alternate Energy Company
Board Member**



Accountability, Performance, Results



“Jack’s most noteworthy strength is his use of effective tools and processes to help executives and managers to assess and hire top performing leadership. He pursues excellence in this work and has the passion and commitment to inspire it in others. These traits lead to outstanding results for his clients and candidates.”



Sanford Rose Associates®
EXECUTIVE SEARCH

Louis F. Terhar, President & CEO, Integris Metals, Inc.

Sanford Rose Associates® – Milwaukee

Retained Executive Search

Our Leadership and Expertise

Jack Smith, President

Jack Smith, President of Sanford Rose Associates® – Milwaukee, has served a broad base of small, medium, and Fortune 500 sized U.S. and international companies in the industrial, manufacturing, supply chain, environmental remediation services, and human resources outsourcing sectors. Jack has recruited chief executive and chief operating officers, and group and business unit presidents and managing directors for public and private companies. He has also recruited senior corporate officers across key functional disciplines in accounting, finance, information technology, business development, sales and marketing, manufacturing, engineering, R&D, Six Sigma and lean, human resources, and supply chain.

Prior to his career in executive search, Jack enjoyed serving as president and CEO of his own award winning human resources outsourcing firm (Barton Employment Outsourcing, LLC), president of an industry leading environmental remediation services company (GNB Environmental Services, Inc.) and general manager of a best-in-class industrial welding equipment manufacturing company (a division of ITW Miller Electric). During his career Jack has also enjoyed serving for over 17 years as senior vice president of human resources and administration for three top performing Fortune 500 industrial and supply chain companies (GNB Technologies, Inc., Integris Metals, Inc. and EnPro Industries, Inc.).

In these roles, Jack helped to develop strategically aligned performance based cultures involving over 25,000 employees throughout the United States and in over 35 other countries. He has helped CEO's, functional executives and managers throughout all levels of these organizations to significantly improve how they strategically determined their human capital needs and how they identified, hired and developed their leaders. Jack has a proven track record of finding, getting and keeping top leadership talent in the key roles in the organizations he has served. During his career he has demonstrated success executing organizational change, productivity improvement, and high impact profit improvement strategies utilizing lean, Six Sigma, kaizen and other continual improvement methodologies. He holds a Six Sigma black belt certification.

Jack holds a BA and MBA from California State University, Fullerton, California. He has also completed post graduate studies at the University of Melbourne Business School, Melbourne, Australia and Marquette University, Milwaukee, Wisconsin while working toward a Ph.D. in organizational change readiness and strategic human resources.

Jack serves as co-chairman of the WWS foundation in support of Royal Family Kids Camps for abused and abandoned children, on the boards of Students in Free Enterprise and Etude School for the Arts and Academics, and was a past board member of the Metals Service Center Institute and the Cystic Fibrosis Foundation. He is a member of the Society of Human Resources Management and was a past member of Manufacturers Alliance/MAPI, National Association of Professional Employer Organizations, and Battery Council International.

Jack thoroughly enjoys his family, fly fishing, the Green Bay Packers, CSU Fullerton Titan baseball, golf and reading. He and his wife Kristine live in Kohler, WI.



Jack Smith
President
SRA Milwaukee



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