



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

# HR

*“Our commitment is to enhance our Human Resource Management clients, helping them achieve their business objectives by offering superior recruiting and selection services that will increase their organizational performance.”*

*HR Executive Search  
Practice*



# Sanford Rose Associates®

## *HR Executive Search Practice*

*Sanford Rose Associates is a premier international executive search firm committed to helping our clients find the best HR professionals in the shortest possible time.*

### *What sets Sanford Rose Associates apart?*

The success of our HR Practice speaks for itself as 91% of our clients use our services again. Our drive, passion, integrity and commitment are unequalled. Our practice has a single focus: "to help our client partners build powerful leadership teams."



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**Temecula (CA) - Bob Dudley**  
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**Rancho Bernardo (CA) - Melissa Metz**  
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**Howell (MI) - Brett Blair**  
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# What Clients say about us

*“I have worked with many search firms, but Sanford Rose Associates is one of the best. They consistently present high-quality candidates that are a match of our positions. SRA is the only firm that regularly follows up post-hire with both the company and the candidate to ensure they are satisfied with the placement. They are extremely professional and are always the first call I make when I have a recruiting need.”*

**Senior Vice President, Human Resources  
International Print Organization**

*“I have worked with Sanford Rose Associates on many occasions and have found them to be a true partner to our business. They are professional consultants who provide human capital solutions specific to our requirements. Their ability to understand—and enhance—our critical success factors allowed us to select the right candidate again and again. Their industry and HR specific knowledge has been of the utmost assistance to me.”*

**Regional Vice President, Human Resources  
Software Development Company**



# Our Experience and Success

Our track record speaks for itself. Although we each have our own personal industry backgrounds and expertise, we do not try to be all things to all people but instead want to be the very best at only one thing—placing top talent with our client partners.

Company Type	Engagement
Global Distribution - \$24 billion	<ul style="list-style-type: none"> <li>• Director of Labor Relations</li> </ul>
Global Specialty Chemicals - \$700 million	<ul style="list-style-type: none"> <li>• Vice President, Human Resources</li> <li>• Director, Benefits &amp; Compensation</li> <li>• Director, Strategic Organizational Development</li> </ul>
Medical Device - \$400 million	<ul style="list-style-type: none"> <li>• Senior Vice President, Human Resources</li> </ul>
International Printing Organization - \$500 million	<ul style="list-style-type: none"> <li>• Senior Vice President, Human Resources</li> <li>• Vice President of Human Resources, Division</li> </ul>
Business Communications Company - \$890 million	<ul style="list-style-type: none"> <li>• Human Resources Manager</li> </ul>
Fortune 250 Insurance Company	<ul style="list-style-type: none"> <li>• Director of HRIS</li> </ul>
Fortune 500 Aerospace Firm	<ul style="list-style-type: none"> <li>• Senior Manager, HR Business Partner</li> </ul>
Software Development pre-IPO Start-Up	<ul style="list-style-type: none"> <li>• Director of Staffing</li> </ul>
Scientific & Medical Journal producer - \$60 million	<ul style="list-style-type: none"> <li>• Training Manager</li> </ul>
Publication Printer - \$25 million	<ul style="list-style-type: none"> <li>• Director of Human Resources</li> </ul>

## HR Executive Search Partners

### Bob Dudley, Managing Director of Sanford Rose Associates – Temecula

Bob opened his Executive Search practice in 1993 after more than 20 years managing operations for Fortune 500 companies. The focus of his search activity has mainly been at senior levels within HR Management. He has been responsible for strategic talent acquisitions for Fortune 1000 clients including C-level searches, as well as multiple Vice President, Director and Manager engagements.

Bob and his office also have extensive experience in executive search within the Biotechnology, Manufacturing, Transportation-/Logistics and Information Technology areas.

Active in the local chapter of California Staffing Professionals, he was their Recruiting Consultant of the Year in 2000. He earned his Certified Professional Consultant designation in 1995 and his California Accredited Consultant certification in 1998. Bob received his Bachelor of Arts degree in Business Administration from Roanoke College and his MBA from Lehigh University.



### Melissa Metz, Managing Director of Sanford Rose Associates – Rancho Bernardo

Melissa's professional career has spanned publicly traded companies such as Callaway Golf and Kforce, as well as many years with the U.S. Navy. At Callaway she served as Plant Manager, while her positions in the Navy involved HR Management roles for military and civilian personnel, including talent acquisition, strategic communications, health and welfare benefits and organizational development.

Prior to establishing her own executive search practice in early 2003, Melissa had over five years of experience recruiting senior level executives for several start-up and Fortune 500 companies. Her office is committed to building strong client partnerships with a foundation of trust, confidentiality and integrity. Melissa holds a Bachelor's degree in General Engineering curricula from the U.S. Naval Academy at Annapolis and designation as a Certified Personnel Consultant from the National Association of Personnel Services.



*Finding people who make a difference®*

# Why choose Sanford Rose Associates for HR?

It is one thing to find qualified talent—yet quite another to ensure a candidate truly fits within your organization. Our clients choose Sanford Rose Associates because of our extensive experience in the HR arena, our level of commitment, open and proactive communication, attention to detail and follow through. Never a force fit!

## Proven Success

### Repeat Business

- 91% of our clients continue giving us repeat business sustained over a number of years

### Average Time of Completion

- 78% of our exclusive search assignments are completed within 6-10 weeks from engagement to offer acceptance

### Tenure

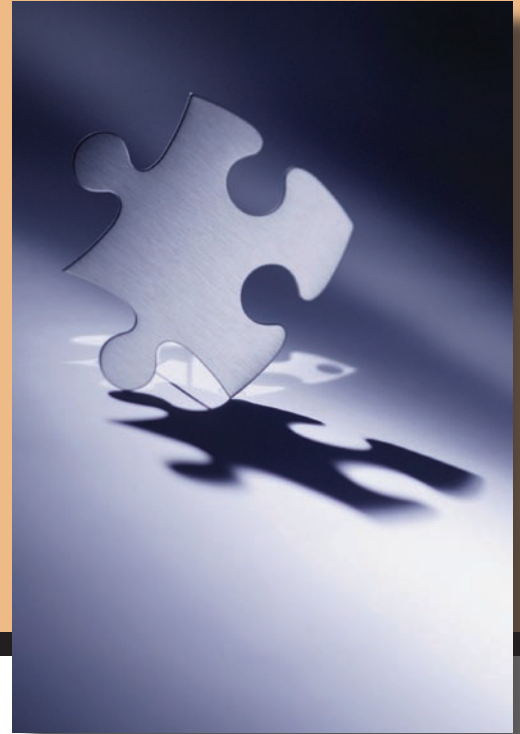
- 81% of placed candidates have tenure greater than three years with clients

### Partner Experience

- 38 years combined Executive Search experience and expertise

### Focus

- We excel in retained and exclusive assignments focusing on a variety of Human Resource Management positions



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## HR Executive Search Partners

### Paul Marquez, Managing Director of Sanford Rose Associates – Fairhope



Paul has extensive experience in Executive Search helping clients fill critical openings in HR Management and the Print and Packaging industries. He has built a reputation for finding talent that can truly make a difference to the success of his clients. Coming from an industry where attention to detail, follow through and a sense of urgency meant the critical difference between success and failure, Paul has applied these attributes to Executive Search, ensuring a smooth and consistent hiring process for his clients.

Prior to opening his search practice in early 1998, Paul had over 25 years of sales and marketing experience working closely with some of North America's leading corporations in the development of their commercial and financial print communications programs. With a particular strength in sales training and team development, Paul created integrated database marketing programs for the print industry and has guest-lectured on sales management at McGill University in Montreal.

### Brett Blair, Managing Director of Sanford Rose Associates – Howell



Brett brings to his Detroit-area Executive Search Practice over 20 years of diverse leadership experience in Fortune 100 firms. In addition to five years as HR Director for a \$1 billion global automotive electronic supply firm, Brett also has held senior leadership positions in Engineering, Supply Chain Management, International Trade Compliance, Market Development, Purchasing and as Divisional General Manager. As Director of Human Resources, Brett led talent acquisition, leadership development, and organizational development activities for a global enterprise of over 30,000 employees in 11 countries. He is experienced in labor negotiations, as well as in managing relationships with shareholder and NGO special interest groups.

Brett holds a Bachelor of Science degree in Industrial Engineering from the University of Missouri-Columbia, an MBA from Tennessee State University, and studied Japanese language and International Business at Sophia University in Tokyo, Japan.



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

## ***Experience, Integrity, Trust and Value***

Sanford Rose Associates' HR Executive Search Partners have a combined 38 years of professional HR and talent acquisition experience. Our offices adhere to the code of ethics for both SHRM and the National Association of Personnel Services (NAPS).

HR Executive Search Partners provide a high level of confidentiality as trusted partners throughout the search process while offering assistance with salary and compensation surveys, relocation, outplacement and career counseling.

***Sanford Rose Associates® –  
serving clients since 1959.  
Now with over 65 offices, worldwide.***

*"Sanford Rose Associates demonstrates a professional excellence in their work that provides me with top candidates and fast turn-around."*

**Vice President, Human Resources  
Specialty Chemical Firm**

*"I have worked with Sanford Rose Associates for several years. They have always delivered top notch candidates. Their approach to the search process is professional, ethical and timely. They build relationships not only with their clients, but also with their candidates. They assess the client's needs, the culture and send candidates that truly match the required skill set. SRA provides a service that truly stands out from from other recruiters."*

**Vice President, Human Resources  
Mortgage Lender**



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