

Russ Hadick & Associates, Inc.

Professional Search & Recruiting

7031 Corporate Way, Suite 200

Centerville, Ohio 45459

937-439-7700

<http://www.rharecruiters.com>

A Member of the Sanford Rose Associates Network



Working for Russ Hadick & Associates, Inc.

- ❖ Nominated for one of Dayton's Best Place to work in 2017, 2018, 2019, and 2021
 - <https://www.bizjournals.com/dayton/news/2019/03/22/dbj-names-this-year-s-best-places-to-work-awards.html>
- ❖ America's Best Recruiting Firms 2017, 2018, 2019, and 2020 according to Forbes Magazine!
 - The top-lists are based on the results of our three online surveys among
 - candidates/employees
 - HR-managers
 - Recruiters (peer-to-peer recommendations)
 - From Forbes
 - To determine the list, Statista surveyed 25,000 recruiters and 5,000 job candidates and human resources managers who had worked with recruitment agencies over the last three years. Respondents were asked to nominate up to 10 recruiting firms in the executive and professional search categories. Firms could not nominate themselves; last year's findings were considered. More than 17,000 nominations were collected, and firms with the most recommendations ranked highest.
- ❖ Opportunity to become a Partner of Russ Hadick & Associates, Inc. which will result in a chance for equity in the firm and 50% for life commissions
- ❖ With SRA we are part of the 10th largest Firm in the Nation

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- ❖ Pacesetter Program where if you have cash in of over \$300k you will have an all-expenses paid trip for you and your spouse/significant other to a resort area (for 2016, went to the Riviera Maya in Mexico and stayed at an All-Inclusive Resort, for 2017 we are going to Costa Rica and an all-inclusive resort)
- ❖ You are directly part of having a positive effect and influence on individual's careers.
- ❖ We are partners and extensions of our clients. Meaning that we are helping these companies and their businesses grow. (Read our company references and see what clients say about our services and impact on their organization)
- ❖ RHA does not limit the industry reach you desire to do business with and has the system and support in place to guide you in your work. You have the ability to determine what industries and organizations you chose to partner with or end relationships with.
- ❖ Flexible working hours with a family friendly atmosphere and team building culture. We promote a work/life balance.
- ❖ We are a firm based on integrity and ethics.
- ❖ This is one of the few jobs in the country where you can make 100k+ working 40-45 hour work weeks. There is no cap on how much you can make in commissions.
- ❖ Our company invests in their employees – equipment, insurance, training, etc.
- ❖ There are no politics here. You work hard and you are rewarded by your work.
- ❖ Perks such as Bengals Tickets, Blue Jackets Tickets, and Crew Games, company apartment in Columbus in the Arena District.

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- ❖ Closed between Christmas Eve and New Year's Day which does not count as a week of vacation time. Floating Holiday, and all the major Holidays including day after Thanksgiving
- ❖ Up to 10% override for hiring and cultivating Search Consultants in your practice
- ❖ Project Staff Loan plan to encourage growth of your Practice
- ❖ For a small company, we do offer 401k with up to 4% matching
- ❖ Health Insurance through Anthem, 100% paid Dental, Vision and Life Insurance
- ❖ Contests and incentives and payouts – Such as when the company does over \$200k in placements– it results in the whole office getting \$200 Gift Cards and a Friday off work. Also gave \$10,000 in bonus contest money one year
- ❖ Company Cookouts where we take ½ days
- ❖ Professional Marketing Materials – we will develop anything needed to grow your practice as we have a Marketing team provided by SRA. We also have SRA support for Drip Marketing Campaign, industry research based on NAICS codes.
- ❖ Office outings (Christmas Party we rented a Party Bus and went to Scene 75, Red's Business Day Special outing (everyone went and got a ½ day off), birthday lunches, had ½ day for bowling outings, taking a ½ day for the office to go to an "Escape Room", etc.)
- ❖ A clear direction and examples and help of how to build your Practice if you want
- ❖ Casual work environment – jean Fridays, we have a putting green, foosball table, and dart board game for stress relief (this can be a stressful job so we work hard but we also have a fun/casual environment)
- ❖ We have an XBOX One where employees play during lunch and after work



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- ❖ TV where we have streamed in the Presidential Ignorance, March Madness, World Cup, etc.
- ❖ Training Program for New Hires with Next Level Exchange and Ongoing Training with Next Level Exchange. We have had all office training lunch ins. We have a SRA Executive doing a conference call with all Account Executives every two weeks to train/help.
- ❖ IT Support team – SRA provides a support team for any issues.
- ❖ MasterMind Calls with Karen Schmidt, and President of SRA for ongoing training twice a month

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