



WHERE PROFESSIONALS MEET PROFESSIONALS

*A full service mid level to management
career placement firm based on
Christian values and ethics*



**Russ Hadick
& Associates, Inc.**

*Professional Search
& Recruiting*

HONEST SERVICE. LASTING RESULTS.

It can take a leap of faith to believe that a recruiting firm really has your best interests at heart. At Russ Hadick and Associates, we take pride in earning your trust and making your life just a little bit easier.

Get results from our experienced recruiters. Their knowledge of the local market and their unmatched work ethic provides you with top professional talent, quickly, accurately and cost-effectively.

From adding a new key executive to completing important projects to transitioning downsized employees, Russ Hadick and Associates has the solution to ensure your long-term business success.

For us, it's about creating lasting relationships. Honestly.

THE RUSS HADICK AND ASSOCIATES DIFFERENCE

You'll never see another average job seeker. When you work with Russ Hadick, you get only the very best. The winners. The achievers.

Here's how we do it:

- Identify the top 20% of talent in target industry.
- Contact them cold. Sell them on top opportunities.
- Determine if they are worthy of working with Russ Hadick—and our clients.
- Conduct face-to-face interviews for all local candidates. We need to look our candidates in the eye! Or an extensive phone interview and application process for all non-local candidates.
- Digital Interviewing using HireVue (www.hirevue.com), for our Client Focus Search retained and engaged clients for all candidates not local as well as at request, local candidates.
- Thoroughly check candidate's experience, references and education. Trust but verify.

You can count on us to stand behind our candidates and our word. Our database of 90,000 candidates and our referral-based business model ensure that Russ Hadick and Associates will stand the test of time—through any economy.

DIRECT & CONTRACT OPPORTUNITIES IN:

- Engineering
- Information Technology
- Manufacturing/Operations
- Banking
- Project/Program/Management
- Purchasing
- Quality Control
- Supply Chain
- Sales
- Accounting/Finance
- Marketing
- Human Resources
- Wealth Management

RUSS HADICK AND ASSOCIATES, INC. UNIQUE SELLING PROCESS

Why use Russ Hadick and Associates, Inc. over any other recruiting firm?

- 1.** You will get the best of the employed by getting candidates from us that are the winner, the accomplisher, the high achiever....the kind of person that is not reading ads on job boards or posting their resumes all over the place. However, if you want the best of the unemployed, or the best of the unqualified, or the best of the unhappy, we are not the firm for you. There are many internet recruiters, recruiting firms, and quite frankly if you had the time, that can get these types of candidates.
- 2.** You will get the top 20% of the candidates in their field. How do we know this? For any given department, Engineering, Banking, Accounting, IT, etc. there are always top performers. It is safe to say that nearly all of those top performers are NOT looking for jobs on the job boards or posting their resume on internet sites. Managers are keeping these candidates happy by the work they give them, raises, promotions, etc. These are EXACTLY the type of people we call up "cold". The candidate that is NOT looking for a job. However, because they are top performers they can be sold on better opportunities that will advance their careers if the right job is presented to them by our Professional Recruiters. Is this the person you want for your department? Or the person spending their work time, nights and weekends searching the internet and posting their resumes?
- 3.** If these candidates are local. We see them face-to-face and determine if they are someone that we allow to represent our firm and be sent for an interview with our clients.
- 4.** Digital Interviewing using HireVue (www.hirevue.com), for our engaged and retained clients who want a Client Focus Search Process (ask us how this customized, thorough, dedicated search with myopic focus will benefit you, the client). For our contingency searches, if the candidates are not local, we will conduct an extensive phone interview with them AND have them fill out a very thorough application form. This application gives us salary history, background information, relocation issues, employment history, strengths and weaknesses, career objectives, etc.
- 5.** We will check references and verify degrees.
- 6.** We have a national database of over 90,000 potential candidates.
- 7.** We have over 30 years of being in the Professional Search and Recruiting Business. Thriving through 6 recessions during that time when at least half or more Recruiting firms out there go out of business during a recession. This is possible for us to maintain and continue to grow because we have clients that refer us and come back to us to fill their positions, as well as, our proven 16 Step Search Process.

LETTER FROM THE CEO

Over 30 years ago, Russ Hadick, my father, started Russ Hadick & Associates, Inc. to be a ministry that God gave him and the employees that worked for him to further His kingdom. Since 1999, when I joined the firm and became the owner in 2003, I have wanted to continue that ministry.

We want to be the best recruiting firm in the nation, not by just serving our customers to the best of our abilities, but by making a positive difference in the lives of our clients, applicants and everyone else we meet. We are committed to doing business with honesty, ethics and a moral code unmatched by any other firm. We will always strive to do what we say when we commit to meeting our customer's needs.

Our firm has a unique selling process that other firms do not. We seek the best currently employed candidates. Not the best unemployed, nor the best on the job boards, but the best employees which companies want to keep. Ones who are not actively looking for jobs. In more than 30 years of successfully using our proven unique selling process, we have staffed small start ups to Fortune 500 companies with the top 20% of candidates in their field.

I started out as an electrical engineer designing board-level electronics. I used a recruiting firm to help me find a new job, and when I became of a Director of Engineering, I used recruiting firms to staff my department of 55 engineers.

I now have been recruiting for over 15 years. I know from experience what is expected of a recruiter from the candidate as well the manager points of view. As a job-seeker working with our account executives, you will be treated as a person who is making a life decision that affects your career, personal and family life. We will not waste your time with opportunities that don't meet your career and salary objectives.

Sincerely,
Bob Hadick
President



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