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KAYE/BASSMAN

About Kaye/Bassman

Kaye/Bassman associates are uniquely diverse yet bond through a common mission, vision and life laws. Every associate is trained to utilize our *Client Focused Search™* and *Market Mastery* approaches. The application of these concepts; combined with our extraordinary talent, resources and capabilities; are largely responsible for our continuous achievement.

Our *Client Focused Search* approach is based upon four pillars:

- *Specialized Practices* by function, industry, level and location
- *Flexible Approach* in customizing our process, relationship and terms around the unique needs of every client
- *Array of Services* to solve any recruitment challenge
- *Track Record* of continuous award-winning accomplishments

The war for talent rages. The candidate shortage will only grow over the next several years. Long-term, mutually rewarding staffing partnerships will be vital to securing and retaining the best and brightest. Our focus on these long-term relationships allows us to offer a level of quality unmatched in the industry.

Our mission is to craft a legacy built from the continuous growth and improvement of our clients, candidates and families. We invite you to join us in the ongoing creation of our legacy.

Founded in 1981, Kaye/Bassman has grown to become the largest single site search firm in the U.S. by impacting companies, enhancing careers and providing the finest in professional, executive, technical and scientific search. We credit our near three decades of consecutive growth to our most valuable asset – our people.

legacy



A silhouette of a man in a suit talking on a mobile phone in a modern office hallway with a reflective floor. The scene is lit with a cool blue light, and the man's reflection is clearly visible on the polished floor. A red and white graphic element is in the top left corner.

focus

A high-contrast, low-angle photograph showing the lower legs and feet of several people walking on a wooden plank floor. The scene is captured in silhouette, with the figures and their long, dark shadows cast against the light-colored wood. The shadows are cast towards the left, indicating a light source from the right. The overall mood is professional and dynamic. In the top-left corner, there is a red and white abstract graphic element.

professional

Array of Services

Our *Client Focused Search* approach enables you to select the services that matter most. Kaye/Bassman's expansive array of services gives you recruitment solutions to excel in today's competitive marketplace.

Client services may include:

- Behavioral Profiling
- Flexible Staffing Alternatives
- On-Site Recruiting
- Recruitment Process Outsourcing
- Mergers & Acquisitions
- Compensation Consulting
- Competitive Analytics & Market Research
- Unbundled Search Services
- Training Provided Through Next Level Recruiting Training
- Marketing Communications Through Kaye/Bassman Communications

Kaye/Bassman will partner with you to create an effective plan for every search. Different projects demand different services.

services





Flexible Approach

We recognize that no two clients or searches are the same. One search may require extensive preparation and interface while another may need only minimal facilitation. Our *Client Focused Search* approach allows us to customize our process, relationship and terms to exceed your expectations.

Regardless of the complexity or simplicity of your search, you will always receive the full benefit of our *Client Focused Search* approach. The facets that make up this highly effective business approach are intertwined in everything we do.

Every search we conduct consists of four facets that can be broadened or narrowed based on your specific wants and needs:

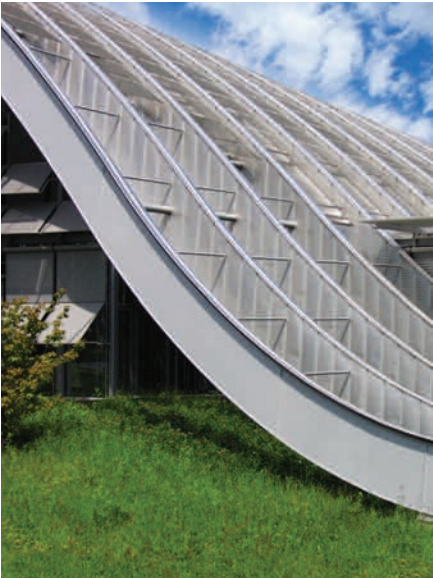
Identification We develop a comprehensive search plan that guides the search process and identification of the most viable candidates.

Attraction We create a powerful presentation to attract the best and brightest while promoting your company.

Evaluation We conduct in-depth interviews and provide you with comprehensive evaluations on the most viable candidates.

Acquisition We assist in creating the right offer to land the top candidate in addition to ensuring a smooth transition from resignation through start date.

flexible



Client Focused Search

Identification

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- Extensive interface with you and possible on-site visit
- Immersion into your culture to assist in optimal candidate identification, selection and project completion
- In-depth quantifiable qualifications defined
- Detailed screening questions established
- Customized search plan designed specifically to target candidates that are currently excelling
- Committed deployment of Kaye/Bassman internal resources necessary for thorough market penetration
- Documented recruiting road map and results
- Commitment to continuous sourcing of talent until completion unless you indicate otherwise

Non-exclusive Recruiting

- Interface with you to secure position information
- Existing database of talent is targeted
- Limited resource deployment as resources are assigned to projects with greatest candidate recyclability
- Candidates are presented as they surface with no commitment to search completion

Attraction

Kaye/Bassman Dedicated Search

- Assistance with arrangement of interviews
- Extensive interview preparations for you and candidates
- Essential selling points are regularly presented to both you and candidates
- Commitment to attract the best candidate with complete objectivity
- Enthusiastically present and promote your opportunity to separate your message from others
- Company name is openly shared (unless otherwise indicated) to increase success by eliminating initial candidate resistance and "widening the net" while promoting a positive public relations message

Non-exclusive Recruiting

- Assistance with arrangement of interviews
- Verbal snapshot of selling points provided
- Your opportunity will be presented in conjunction with other non-exclusive assignments
- Company name is not initially shared to protect vested interest which can create concern with candidates

Evaluation

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- Progress reports can be provided delineating market penetration, overall market receptivity and suggestions to increase effectiveness
- Candidates from all sources are objectively evaluated by uniform filters and the same search team
- In-depth interviews occur with candidates covering interests, accomplishments and motivations for change
- Customized candidate presentations that can include résumé, candidate summary, references, behavioral profile and background verification, as requested
- Accountability to ensure that the best possible candidate is selected for the position
- Consultative approach in the selection process with Kaye/Bassman acting as an extension and partner of your team

Non-exclusive Recruiting

- Limited verbal sharing of search data
- You are responsible for optimal screening of candidates and acting as a filter for candidates from multiple sources
- Initial candidate interviews less thorough to ensure fast presentation to you to "get résumé in first" and to ensure credit as the referral source
- Presentation of résumé
- "Vendor" approach to hiring

Acquisition

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- Exclusivity of relationship utilized as a pillar of strength in landing candidate
- Enhanced replacement guarantee
- Extensive involvement in resignation process to "counteroffer-proof" candidate
- Post acceptance and resignation follow-up to secure candidate's successful transition into your company
- Assistance with relocation issues and financial considerations

Non-exclusive Recruiting

- Concerted effort to remove Client's perception of our vested interest
- Standard replacement guarantee
- Extensive involvement in resignation process to "counteroffer-proof" candidate
- Post acceptance and resignation follow-up to secure candidate's successful transition into your company
- Assistance with relocation issues and financial considerations



Track Record

The importance of choosing a search firm with a proven track record is paramount. We are only as good as our last performance and our track record is unsurpassed.

Ranked among the **Top 10 U.S. Search Firms**

by *Executive Search Review*

Ranked as the **#1 Largest Single-Site Search Firm** in the U.S.

by *Executive Search Review*

Ranked as the **#1 Largest Retained Executive Search Firm**

by *The Dallas Business Journal*

Ranked among **America's 5,000 Fastest Growing Private Companies**

by *Inc. Magazine*

Ranked as the **#1 Best Place to Work**

by the *Dallas Business Journal*

Ranked as the **#1 Best Company to Work for in Texas**

by *Texas Monthly Magazine*

Recipient of the **Alfred P. Sloan Award**

for Business Excellence in Workplace Flexibility

Recipient of the **Hearts of Hope Award**

by the Volunteer Center of North Texas

Recognized as an **industry expert**

by *The Wall Street Journal, Fortune, Business Week, USA Today, Fox, CNN* and others

Recognized as the **#1 leading training organization** to the search industry

through **Next Level Recruiting Training** (a Kaye/Bassman company)

Achieved **28% annualized organic growth rate** for over a decade

12 years average tenure of partners

Completion of **700 search assignments** annually

proven





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