



HASKEL THOMPSON & ASSOCIATES LLC

Executive Recruiters

Haskel Thompson & Associates LLC is dedicated to delivering the highest quality executive search services.

We work on both Retained and Exclusive Contingency engagement arrangements to ensure our ability to dedicate resources and deliver on a select number of searches at any given time. This guarantees a consistent message to the marketplace, a shared goal between ourselves and clients in finding only top-tier candidates, thereby building lasting relationships.

Our 15-step search process is designed to meet each client's unique executive recruitment needs in a focused and efficient manner. We concentrate on providing clients with quality candidates, open communication, and 24/7 accessibility. We are constantly sensitive to client needs and interests, ensuring the best possible long-term fit.

Throughout the search process, we maintain an unwavering commitment to meeting and exceeding expectations.

OUR SPECIALITIES...

Recruiting specializations include preparation, search & selection of qualified candidates in the following fields:

- Alternate Fuels
- Construction & Maintenance
- Distribution
- Environment
- Finance
- Health & Safety
- Human Resources
- Lubricants
- Marketing
- Engineering
- Pipelines
- Procurement
- Real Estate
- Refining
- Supply Chain
- Technology
- Terminals
- Trading
- Transportation Logistics
- Exploration & Production
- Oil & Gas
- Subsea
- Retail Small Box top vendor categories including:
 - ◇ Tobacco
 - ◇ Foodservice
 - ◇ Hot Beverages
 - ◇ Soft Drinks
 - ◇ Salty Snacks
 - ◇ Candy
 - ◇ Beer

OUR PREPARATION Involves...

Understanding your company, the position & the organizational fit and then responding through:

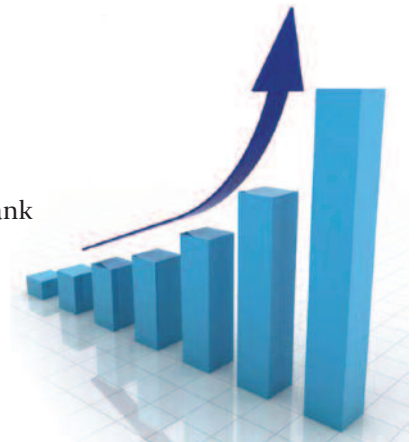
- Matching our 15-step process to your needs
- Meeting your timing deadlines
- Organizing our research resources to service the search
- Selecting a recruiter team specializing in your position

OUR SEARCH Involves...

- Senior Recruiters heading the search
- Candidate-screening interviews
- Candidate background verifications
- Strictest confidentiality throughout
- Use of our own proprietary data-bank
- Total candidate reference checking
- Qualifying every candidate

OUR SELECTION Involves...

- Coordinating the interview process
- Conducting in-depth final candidate interviews
- Structuring the offer
- Transitioning the successful candidate
- Short-listing potential candidates
- Intermediating client-candidate communications
- Confirming the placement





HASKEL THOMPSON
& ASSOCIATES LLC
Executive Recruiters

RECRUIT RIGHT

15-STEPS TO SUCCESSFUL HIRING

- 1) **NEEDS ANALYSIS** – We match our search process to your company culture and job description
- 2) **CANDIDATE SOURCING** – We utilize our proprietary data-bank and network to search top talent
- 3) **CANDIDATE SCREENING** – We background check using our industry contacts and networks
- 4) **REFERENCE REVIEW** – We verify candidate references and move beyond with our own due-diligence
- 5) **CANDIDATE PRESENTATION** – We fuse the component parts into a single executive package
- 6) **CANDIDATE PREPARATION** – We align the candidate to your interview priorities and time efficiencies
- 7) **CLIENT PREPARATION** – We review our candidate selections in a strength/weakness format
- 8) **PHONE INTERVIEW** – We prioritize and organize the preliminary interview process
- 9) **CANDIDATE DEBRIEFING** – We consolidate post-interview feedback for your review
- 10) **CLIENT DEBRIEFING** – We act on your candidate interview impressions including replacements, if necessary
- 11) **FINAL INTERVIEW** – We coordinate, schedule and manage all aspects of the personal interview stage
- 12) **REMUNERATION VERIFICATION** – We double-check current incomes, salaries & benefit packages
- 13) **OFFER ACCEPTANCE** – We communicate, negotiate and intermediate all verbal and formal offers
- 14) **TRANSITION MANAGEMENT** – We manage all steps from offer acceptance to new location settlement
- 15) **POST-PLACEMENT** – We monitor new employee progress and performance

OUR CREDENTIALS...

EXPERIENCE:

- 30+ years Industry-leading placement track record
- Top-tier corporate references & testimonials
- Most comprehensive candidate screening process in the industry
- Flexible engagement arrangements
- 90-Day candidate replacement courtesy
- Extensive candidate data-bank
- Highly experienced senior recruiting team:
 - ◊ NACS workshop presenters
 - ◊ State Association seminar presenters
 - ◊ Labor staffing evaluators
 - ◊ SIGMA committee members
 - ◊ Succession planning specialists
 - ◊ Diversity recruiting experts

CLIENT BASE:

- Fortune 500 Corporations
- Independent jobbers & resellers
- Top industry vendors
- Family-operated companies
- Energy sector supplier service firms

PLACEMENT SUCCESS:

- Highest in the Industry – without exception



RETAIN US

WE HAVE YOUR NEXT MILLION DOLLAR PRODUCER

WE'RE READY TO BEGIN YOUR SEARCH TODAY

Contact our team today and find out how we can put our expertise and resources at your service.

ALL INQUIRIES CONFIDENTIAL

12734 Kenwood Lane, Suite 74 • Fort Myers, Florida 33907 USA

(239) 437-4600 • (800) 470-4226

Fax (239) 437-4814

www.HaskelThompson.com

Haskel@HaskelThompson.com