

# Delivering the Talent Your Business Needs



**Human Resources  
Professional Search**

Serving our customers since 1985



**Nationwide Search & Placement**

## Why Human Resources?

Our professional search firm quickly and efficiently finds and recruits the talent that your business needs, ranging from a single position to staffing an entire enterprise's start-up. Although our firm specializes in the manufacturing sector, we have extensive experience serving a wide range of sectors.

Our own specialized staff is expert at recruiting experienced professionals in any area of manufacturing. Our client companies extend from coast to coast, and we have also placed professionals internationally.

From our beginning in 1986, our firm has displayed a record of continued growth. This growth has been based on our total commitment of offering professional service – and results – second to none.



## Our Leadership

Lance Click is a Human Resource Professional with over 30 years of experience in HR Management, and in the Professional Recruiting Industry.



Lance is a recognized leader in the staffing industry. He is a member of the Arkansas Staffing Association where he served on the Board of Directors, and served as Vice President in 1998 and President in 1999. Lance has been involved in numerous other community and civic affairs, including Rotary, Little Rock Chamber Youth Leadership Committee, United Way, Little Rock Executives Association, Arkansas Governor's Mansion Association, Ark Aids Foundation, Toastmasters, Paws on the Pavement, and Pulaski County Diabetics Association.

Lance is a graduate of the University of Arkansas with a B.S. in Business in Administration and Marketing.



## Hard-to-find Professionals

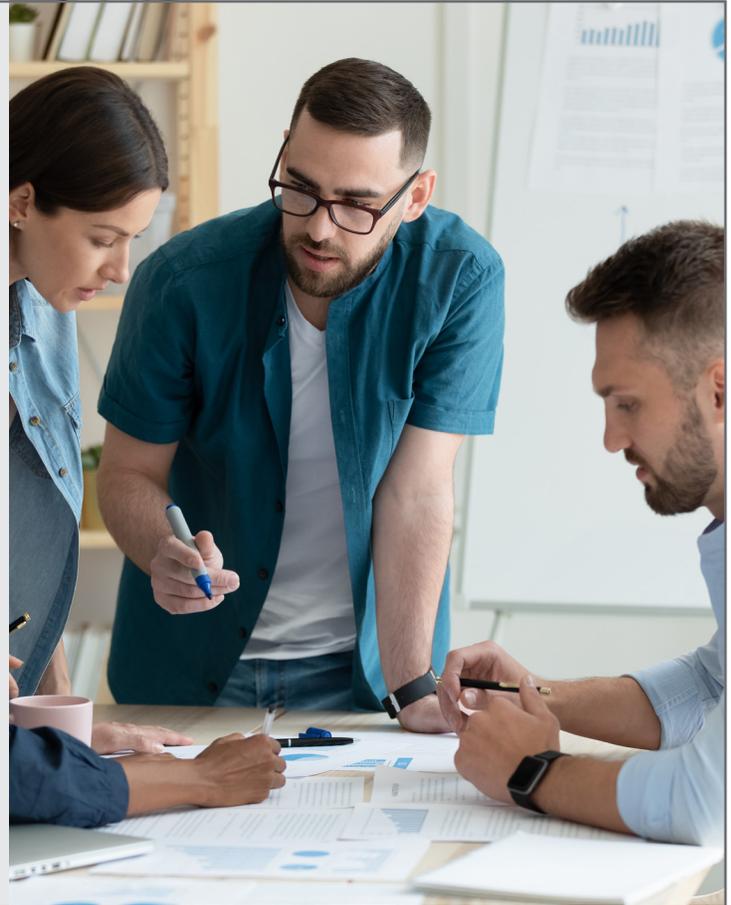
We're particularly good at finding just the right person, or professional, for unusual or hard-to-fill positions. One example was the Brass Tooling Engineer we successfully recruited for a client. We do our homework in searching for just the right person — including talented individuals who aren't even looking for a job.

## New Start-up Companies or Plants

We'll completely staff a new plant or start-up company, from executive management to line workers. And we'll help you determine which individuals you'll actually need to put into place to make your company as successful as it can be.

## Confidential Searches Equal Trust

Our clients and candidates trust us to conduct searches with total confidentiality and discretion. We understand what the unintended consequences would be for a client or candidate whose employment plans were disclosed prematurely. Confidentiality has always been, and will always be, one of our bedrock principles.



## Take It From Our Clients

*"You and your organization have the ability to find the right person for the right job."*

*"You've shown the ability to understand our needs for each position and have very efficiently and confidently recommend the one candidate that best fits."*

*"As business conditions get tougher, it is good to know we can count on you and your team to continue to provide us with a world class service."*

*"Your firm's competitive advantage is in its ability to assess the needs of our organization, to personally interview each candidate, and to present only the most qualified candidate or candidates."*

*"Simply stated: 'You delivered.'"*

### A partial list of our clients includes:

- Rheem
- Lennox
- Husqvarna
- Remington
- Sig Sauer
- Dutchland Plastics
- Glatfelter
- Hard Packaging
- Welspun
- Nidec
- L'Oreal
- Snap-On
- Firestone
- Glatfelter
- Crosby
- Windsor Door
- Georgia Pacific
- Cameron
- Gates Rubber Company
- Whirlpool
- Ingredient

## The Advantages We Offer:

- **We believe** one of the fringe benefits in our business is being able to bring about the right match between our client Employee and Employer
- **We are not a franchise.** We are a privately owned and operated company.
- **We have experience** consulting in wages and compensation.
- **New Plant Start-Ups.** We'll provide you with a custom-tailored proposal to completely staff your new plant
- **We specialize** in manufacturing positions and have over 30 years experience in the recruitment and placement of professionals in the area of:
  - Managers
  - Quality Control
  - Human Resources
  - Engineers
  - Accountants
  - Materials
  - Information Systems
  - General Supervision
- **We provide** professional Outplacement Services
- **References:** We will be happy to furnish you with references from client companies and business leaders we have worked for.

# The Importance of Outplacement Services

The trauma associated with losing a job can be equal to that of the death of a loved one or divorce. Providing outplacement counseling tells the displaced employee that the company cares and wants to help individuals maintain stability in their lives and offer assistance to become re-established in the workplace.



With the ever-changing skills of today's workforce, mergers, acquisitions, and Leveraged Buyouts (LBO's), the Human Resources requirements of a company can change, causing layoffs and even plant closures. When terminating an employee "for cause" or "business necessity," a company

is exposed to costly lawsuits if decisions are not carefully planned. Offering Outplacement Services can help reduce your vulnerability to age, sex, racial, or other possible discrimination charges and/or lawsuits.

Outplacement Services can also reduce your cost by as much as 50% through the reduction of severance pay, unemployment compensation, and insurance premiums. Providing Outplacement Services then helps both the employee and the company. It's a win/win situation even in the worst of times.

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Let us support your business' future success.

Give us a call and we'll discuss the options that make the most sense for you, and how we can help you find the talent your business needs.



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