

HR Executive Search you can count on!



ABBOTT SMITH ASSOCIATES

Founded in 1966, Abbott Smith Associates is a boutique executive recruiting firm that partners with, and supports, a variety of clients both in the United States and internationally. We work within a wide range of industries including technology, energy, manufacturing, consumer product goods and healthcare.

CTL GLOBAL HISTORY

CTL Global, Inc. was founded in 1978 as a transportation company. Since our inception, we have grown to a multi-faceted logistics, transportation and technology solutions provider.

WOMAN OWNED

CTL Global, Inc., owned by Founder, President and CEO Sharon Reese Dalenberg, is a certified Women Business Enterprise (WBE).

VALUES

Whether it is encouraging independent thinking from our employees or our tireless commitment to a more sustainable work environment, at CTL, we truly believe that it is our corporate value system that fuels the work we do and drives our success. We are defined by these values, for they make us the company you can count on.

Search Solutions:

At Abbott Smith Associates we provide a single comprehensive source for our client's full-time human resources search needs. Our principals are proven professionals, transferring hands-on business experience to every phase of our search process. Every search is conducted with the highest level of integrity, utilizing our extensive industry experience and expertise.

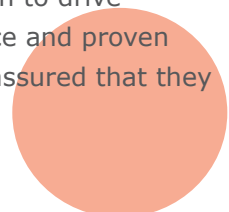
Creating Relationships: We focus on building respect and trust as we develop open and transparent relationships with our clients and candidates. Our relationship-focused business model fuses the expertise, intimacy and customer service of a small boutique executive search firm, with the vast resources and geographic coverage of a large multi-office firm. We take great care in closely managing each search assignment from start to finish, ensuring the highest levels of dedication and professionalism.

Results-Driven: Our longevity and name recognition in the marketplace have positioned us to deliver value-added talent in a cost effective and efficient manner, which gives our clients a competitive advantage during their job search.

Extensive Global Network: Abbott Smith Associates' global network is comprised of over 5,000 Human Resources professionals ranging from individual contributors to Chief HR Officers. Additionally, our reputation provides us with unparalleled access to top professionals across the human resources disciplines.

Focus: Our network of professionals covers a wide spectrum of HR disciplines including but not limited to: Compensation & Benefits, Staffing & Recruitment, Organizational & Employee Development, Employee & Labor Relations, Global HR, Business Leadership, Consulting, Technology and Diversity.

Quality Assurance: Today's fast-moving global business community relies on a highly sophisticated and strategic organization to drive change in all areas of human capital. With our experience and proven track record for service excellence, our clients can rest assured that they can 'Count On Us!'



HR Executive Search you can count on!

OUR MISSION

To provide each of our clients with the highest level of customer service, focusing on obtaining a firm understanding of their specific needs and utilizing our recruiting expertise to identify the ideal candidate for each available opportunity.

WE COMMIT to conducting each search with the highest degree of integrity.

WE BELIEVE in screening a diverse slate of candidates for each search.

And most of all... WE GUARANTEE satisfaction.

If you have further questions, would like additional information, or would like to discuss any of our services please contact Jay Gould or visit us on the web at: Abbottsmith.com

Abbott Smith Associates
11697 W. Grand Ave
Northlake, IL 60164

Jay Gould
Partner and Vice President
Direct: 708-223-1194
jgould@abbottsmith.com

Our Process:

Phase 1 – Building the Client Partnership

We work closely with our client to assess:

- Corporate culture
- Office environment
- Definition of the scope of our engagement
- Our understanding of the necessary qualifications for each open position
- Preferred methods of communication with HR department and/or hiring managers

Phase 2 – Research and Networking

We utilize our individual networks, strategic alliances and our resource files to compile an initial list of prospective candidates that meet the qualifications for the client's job openings.

Phase 3 – Screening

Based on discussions with our client, we develop a detailed screening process for each prospective candidate before we present any resumes. Our screening process confirms:

- That the prospective candidate possesses the necessary skills and experience required for the position.
- That the prospective candidate's current salary level and desired salary level are in line with the position specifications.
- That the prospective candidate is actively interested in the job opportunity and open to relocation if necessary.

Phase 4 – Presentation

Our detailed screening process allows us to accurately determine which prospective candidates meet client specific criteria. We then present our client with resumes and detailed notes for only the most suitable candidates. We also actively communicate client desires for next steps to each of our candidates.

Phase 5 – Interview, Negotiation, Offer and Follow-up

Our role continues as an active third party facilitator throughout the Interview, Negotiation and Offer process and during the first six months of employment. Most of all we guarantee satisfaction! If a client fails to come to terms with any of the final candidates submitted, we continue our search efforts.