

Executive Search
Professional Recruitment
Talent Consulting

www.kbic.com

KBIC
KAYE/BASSMAN



Kaye/Bassman was founded in 1981 with a mission to positively impact companies and enhance careers by providing the best in professional, executive, technical and scientific search. We are a Dallas-Fort Worth area recruiting and search firm delivering global recruitment professional services with a full range of permanent placement options ranging from retained, contingent and interim solutions.

DIFFERENTIATION

We're different from other executive recruiting firms. We specialize by functional area, industry sector, position and geographic location. We are flexible in customizing our process, relationship and terms around the unique needs and expectations of our clients. By providing solutions to handle any recruitment challenge, we have earned a track record of success that enables our clients to gain a competitive advantage and our candidates to advance their careers.

POSITIVE IMPACT

Whether it is a single position or large-scale staffing initiative, our patented *Client Focused Search™* approach and *Market Mastery* model enable us to identify, attract, evaluate and acquire the right candidates for our clients. Our proven methodology has elevated us to become the largest single-site search and recruiting solutions firm in the country.

INSIGHT

With deep local knowledge and a global reach, we leverage our network of resources to provide search solutions to businesses who need to lead in their markets. Our clients benefit from an industry practice consultant as a single point of contact with access to our day-to-day market insight, providing the right candidates and ensuring the right fit.

CONNECT

We invite you to experience the Kaye/Bassman difference.



NEXT LEVEL TALENT SOLUTIONS

For over three decades, we've delivered A+ talent to leading companies to meet and exceed their strategic objectives. Our proven experience positions us to assist you in growing market share and in growing as a dominant force in your industry.

Kaye/Bassman recruitment consultants specialize in *Client Focused Search™* and are the innovators of the *Market Mastery* model. This means we know the top performers in each industry, and know how to attract and deliver this sought-after talent to give you a competitive advantage.

SOLUTIONS



S

EXECUTIVE SEARCH

As leadership requirements continue to evolve, our deep industry insight and extensive candidate connections strategically position our search teams to bring the next generation of leaders to your organization.



R

PROFESSIONAL RECRUITMENT

Each of our specialized recruitment practice professionals understand the nuances of your industry and functional roles. The Kaye/Bassman *Market Mastery* model enables our teams to identify, attract and place top talent for your executive, professional, technical and scientific positions.



C

TALENT CONSULTING

Dominating your market takes top performers, but your perfect candidate is not always seeking opportunities when you're looking for their capabilities. We provide talent and leadership consulting during strategic shifts and reorganizations as well as merger and acquisitions or enterprise growth initiatives.

TRUSTED PARTNER



"We retained the team at Kaye/Bassman International to be our exclusive executive search partner. It was one of the most rewarding business relationships both professionally and personally that we have experienced. Under the guidance of the Kaye/Bassman team, they delivered results in a very professional manner that made us look forward to working with them on future assignments. Kaye/Bassman became our trusted business partner and confidant."



MARKET MASTERY

Finding the right candidate goes far beyond understanding a job description and knowing the latest hiring practices. It requires deep knowledge of your field, long-standing relationships, the functional requirements of each position and even geographic factors that influence the role and your team's culture.

Kaye/Bassman has perfected our *Market Mastery* methodology - a specialized approach that enables us to excel and outpace the competition in every search.

We align dedicated teams to the specific needs of each market. Comprised of managing partners, search consultants, project professionals and research staff, these teams know the best approach to help you find the top talent in your industry.

Our specialists are regarded as trusted partners and have the background, training and experience to deliver the mission-critical results you seek.

Specialization takes a higher degree of commitment, and it is one of the key competitive advantages that Kaye/Bassman delivers to help you build and retain a winning team.

EXPERTISE

Discover how Kaye/Bassman brings key insight to your hiring initiatives.



INDUSTRY INSIGHT

Our experts fully understand the nuances of highly specialized industry practices. They are committed to staying ahead of the trends, innovations and the disruptive technologies that shape the capabilities needed to drive industry leadership.



FUNCTIONAL AREA

Our team consists of people who understand the visionary aspirations and the short and long-term responsibilities associated with specific job functions. They know the technical skill sets as well as personality traits that ensure success in particular roles and organizational structures.



GEOGRAPHIC LOCATION

For searches that require geographic knowledge to find the best candidates, we allocate search consultants with regional expertise who know the regulations, competitive landscape and key top talent in a particular geographic region.



INDUSTRY CONNECTIONS

+

"Having a reliable recruiting partner with deep connections in our industry and an understanding of our culture helps us move forward and continue to grow."

CLIENT FOCUSED SEARCH™

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 meet and 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 candidates 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 appropriate offer to land the selected candidate in addition to ensuring a smooth transition from resignation through start date.

EXCLUSIVE SEARCH

IDENTIFICATION

- 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 who currently excel in their careers
- Committed deployment of Kaye/Bassman internal resources necessary for thorough market penetration
- Documented recruiting roadmap and results
- Commitment to continuous sourcing of talent until completion, unless indicated otherwise

ATTRACTION

- 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

EVALUATION

- Progress reports can be customized delineating market penetration, overall market receptivity and suggestions to increase effectiveness
- Candidates from all sources are objectively evaluated by the same search team
- In-depth interviews occur with candidates covering interests, accomplishments and motivations for change
- Customized candidate presentations that can include résumé/CV, 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

ACQUISITION

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

NON-EXCLUSIVE RECRUITING

- Interface with you to secure position information
- Target existing database of talent
- Limited resource deployment as resources are assigned to projects with candidate recyclability
- Present candidates as they surface with no commitment to search completion

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

- 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/CV in first” and to ensure credit as the referral source
- Presentation of résumé/CV
- “Vendor” approach to hiring

- 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
- Ensuring 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. Ours is unsurpassed.

WITHIN THE EXECUTIVE SEARCH INDUSTRY

- Ranked among the Top 10 U.S. Search Firms by *Executive Search Review*
- Ranked as the Largest Single-Site Search Firm in U.S. by *Executive Search Review*
- Ranked as the #1 Largest Retained Executive Search Firm by the *Dallas Business Journal*
- Recognized as the #1 Leading Training Organization for the Search Industry through Next Level Recruiting Training and Next Level Exchange (Kaye/Bassman family of companies)

WITHIN THE BUSINESS COMMUNITY

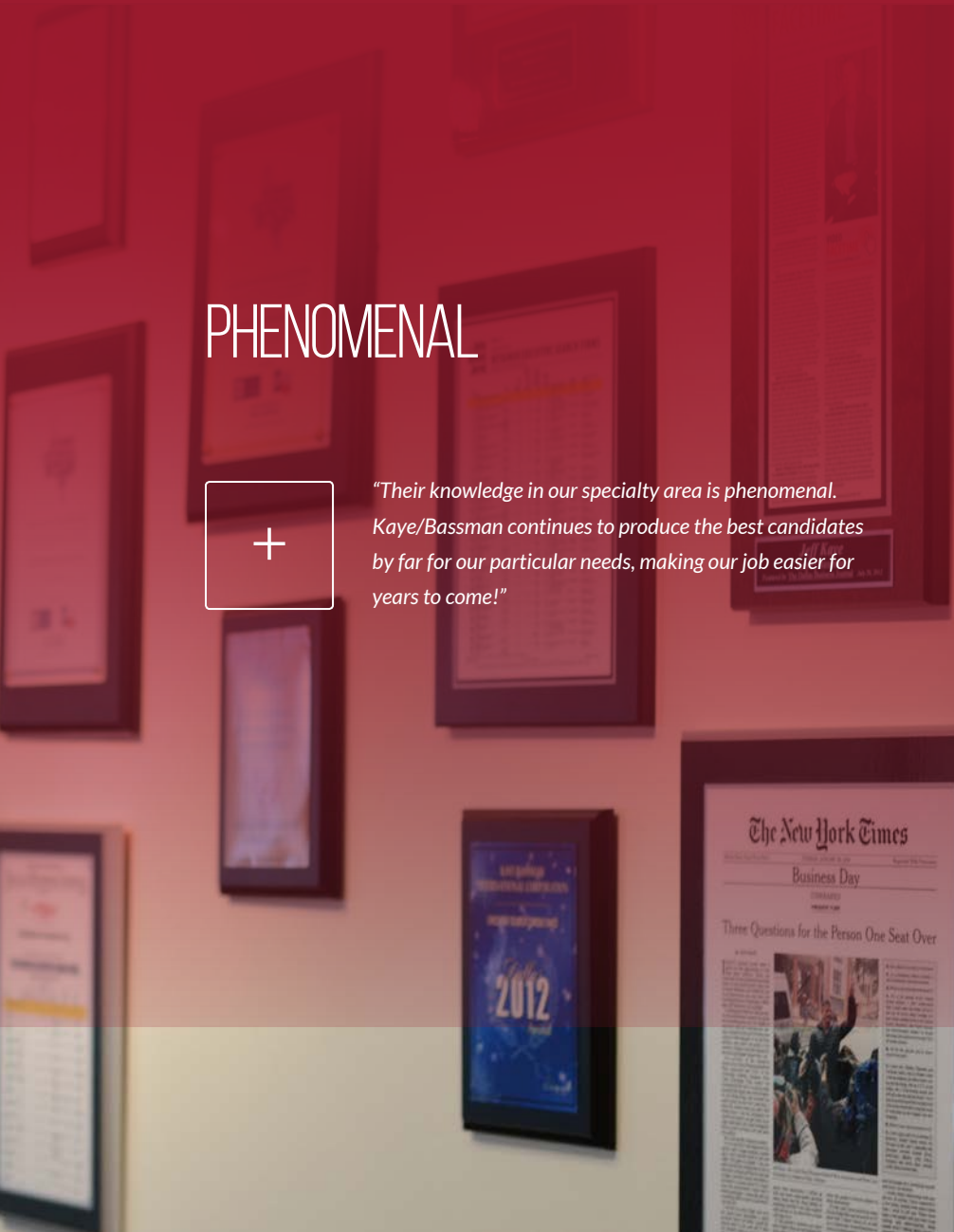
- Ranked as the #1 Best Place to Work by the *Dallas Business Journal*
- Ranked as the #1 Best Companies to Work for in Texas by *Texas Monthly Magazine*
- Ranked among America's 5,000 Fastest Growing Private Companies by *Inc. Magazine*
- Recognized as Corporate Citizen of the Year by The Rotary Club of Dallas | *DCEO 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 News*, *Dallas Business Journal*, *Inc. Magazine*, *Bloomberg*, and *CNN*



PHENOMENAL



"Their knowledge in our specialty area is phenomenal. Kaye/Bassman continues to produce the best candidates by far for our particular needs, making our job easier for years to come!"



FAMILY OF COMPANIES



NEXT LEVEL EXCHANGE - NEXT LEVEL RECRUITING TRAINING

Next Level Exchange (NLE) is an online recruiting training collaborative portal for recruitment and executive search professionals. Next Level Recruiting Training (NLRT) is the accumulation of the best practices from niche specialists and industry leaders around the world. Our training techniques have been field-tested and verified by over 2,000 search firm clients in over 40 countries.



SANFORD ROSE ASSOCIATES®
EXECUTIVE SEARCH

SANFORD ROSE ASSOCIATES®

Sanford Rose Associates is a network of independently-owned boutique executive search firms assisting clients to fill their mission-critical positions. We are committed to "finding people who make a difference®" within organizations by finding individuals who perform, exceed expectations, and assist the organization achieve its strategic goals. Sanford Rose Associates has completed over 100,000 successful placements of executives, managers and individual contributors throughout the world.



NEXT LEVEL MARKETING COMMUNICATIONS

Next Level Marketing Communications (NLMarcom) is a digital marketing communications strategy, design and solutions firm. Comprised of a team of experts focusing in business-to-business communications for the recruiting, technology, entertainment and financial services industries, NLMarcom is known for delivering excellence with quality design, marketing and direct return on investment.




KAYE/BASSMAN FOUNDATION

Founded in 2001, The Kaye/Bassman Foundation is a not-for-profit organization created for one primary purpose and mission: "To create and perpetuate an environment of charitable giving, to foster hope and personal growth, to support medical research, and to enhance the lives of people in need."

GET IT RIGHT



"The stakes are particularly high when looking for a new company president. Our relationship with Kaye/Bassman helped us go into the search with confidence in our abilities to get it right."



Crafting a legacy built from the continuous growth and improvement of our clients, candidates and families

