

At home on 6 continents, ART recruits for upper management and middle management positions, largely at the C-, VP-, and Director-levels, in General Management, Sales, Marketing, Business Development, Finance, Supply Chain, Manufacturing, Operations, IT, Engineering/R&D, and HR—whatever you need to make your company be at its most efficient, anywhere. Our specialty is helping clients through transitions large and small, especially so that they may benefit from the global economy.

ART IN THE 21st CENTURY

Founded in 1987, supremely results oriented, ART was organized deliberately to be very unlike the top-heavy and paperwork-oriented, bureaucratic, 1960's-style retainer firms -- with their unquenchable and illogical "need" to be paid prior to producing candidates. We are cross-trained in your industry, and in those closely related to it, so that we could quickly understand your present and future needs and devise a clear placement strategy suitable to you. ART works in virtually every market, so if you need new people to cross-fertilize your talent-base, or people headhunted from your competition, we are at uniquely your service, being in continuous operation 24/7/365.

ART Client companies use ART for their high profile **strategic searches** and **confidential searches** where their company needs to find that *special* person who might be of long lasting value to their firm.

RISING TO OPPORTUNITIES

- **General Management:** The CEO or COO or GM or MD for your key business unit. ART recruits senior managers from many different industry and market exposures and management styles, to suit your needs.
- **Sales & Marketing:** That key VP, Director or Manager who creates new markets. Selling abroad? Use ART to find Country Managers and Regional MD's and Directors.
- **Finance:** There is a very great difference between a CFO or Controller who keeps books and one who can drive an expansion, acquisition, merger, or IPO. Can you afford to have the wrong type in your organization?
- **Global Supply Chain:** Your heads of procurement, materials, distribution, logistics and fulfillment, who can integrate the best worldwide suppliers into your organization.
- **IT & E-Commerce:** Your CIO guiding your data infrastructure and profit leads.
- **Manufacturing:** COO, VP, Director of Operations, Plant Manager: A Leader familiar with your processes, and with the next generation of technology and cost controls, with fearless global abilities.
- **Engineering and R&D:** A CTO who can push your technology and profits forward.
- **Human Resources:** The HR head who is indispensable in visioning your best team.

ATLANTIC RESEARCH TECHNOLOGIES, L.L.C.

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HELPING GUIDE OUR
CLIENT-COMPANIES TO
THEIR NEXT LEVEL

More Extensive details, including interviews of
ART managers in the world business and
technology press, are available at our website:

<http://www.atlanticresearch.com/media/press.htm>

OUR PRINCIPAL PRACTICE AREAS:

INDUSTRIAL & MANUFACTURING SECTOR

CONSUMER & BUSINESS SERVICES SECTOR

HIGH-TECHNOLOGY SECTOR

IT/ SOFTWARE / TELECOM SECTOR

MULTI-STRATEGY APPROACH

No firm anywhere on earth is insulated from the world economy and no employment market is purely local anymore. ART candidates and client-companies are located in the leading 1,500 industrial, technological, financial, and creative centers, in over 100 countries, on six continents, and our resources are available to our clients with great ease and with minimal risk.

We are available to help you solve your staffing needs, perhaps caused by a surprise resignation, a promotion, a sudden boost or fall in business, a merger, a new acquisition, a joint venture, a new plant, or a desire to introduce your firm to new markets or new ways of conducting business. Need an unusual, special person to carry your firm to the next level? Contact us. **When you choose ART, you will be assigned a single Account Manager to handle all your worldwide needs.** Our searches are conducted with a high degree of confidentiality.

We are a traditional executive search firm that performs targeted headhunting and that also maximizes the use of our acclaimed worldwide web resource, atlanticresearch.com, which is visited by nearly 500,000 new people every year, many of whom are added to our large database.

FYI: Having placed the General Manager of the U.S. Treasury Dept.'s Denver Mint, ART might proudly state with some certainty that our candidates make money for our clients.

ENJOY THE ART DIFFERENCE

- **We do not accept retainers.** We believe that the pre-payment of recruitment fees by an employer is a very inefficient business practice that does not normally benefit the employer and that creates inefficiency in a search firm, which is caused to focus on retainers first, and candidates second -- often with candidate quality an afterthought. Our clients are free to hire only the best candidates that they want, not to just accept those who a retainer forces them to accept. If our candidates are not good enough to hire, our client pays us nothing.
- **ART only accepts searches that we believe we have a very good and reasonable chance of filling successfully.** While this might seem like a logical policy for a recruitment firm, often retainer-focused firms accept the search and payment first, and then they have to try to figure out how they could fill that vacancy. This is their "research phase," which often takes months. For them, this period often involves a hurried rush to find competent recruitment firms to actually do the work for them. Often working on a split-fee basis with these other firms or distant affiliated offices, their results can be slow and imperfect, because their outsourced recruiters prefer to give priority to their own full-fee searches. **ART handles all searches internally, and we never outsource any client search to any other firm,** thereby maintaining ART's consistent quality, efficiency, care, and timeliness globally.
- **Our results-only flat fees are based on the specific parameters of the client search, not on a percent of the salary that a candidate is offered.** Our fees, stated at the beginning of the search, are clear and final. The client can always be assured that if we advise that they raise a candidate's offer during a negotiation phase, such advice is in the client's interest, never our own.

- **ART is the only search firm in the world organized to be both global and "virtually local,"** so we can conduct local, regional, national, or worldwide searches with little or no extra effort on our part. By contrast, most of our competitors barely know their immediate city, and if a larger search needs to be done, their process would be delayed or halted. ART can be invaluable for continent-wide searches in Asia, Europe, the Americas, Africa, or the Middle East, because few search firms besides ART truly know countries other than their home markets. For ART, the whole planet is our home market!
- **Most ART searches are completed in 2-4 weeks, regardless of the location or job title.** Why so fast? Because we only accept searches in which we have strong competency. Very logical!
- **ART never uses advertisements to find candidates.** Our clients hire ART because of our recruitment skills, market knowledge, contacts, and ethics. Our candidates are too busy to read advertisements, and they know that if an ART recruiter calls, it is always about a special position with a very special client-company.
- **ART uses US-style executive search methods.** In much of the world, recruitment companies employ untrained, unfocused people who only know how to collect retainers from clients, place advertisements, and then hope that candidates magically appear. They are what would be called in the US, "employment agencies," *not* executive search firms, and they should never be permitted to conduct management searches. ART clients hire ART headhunters to target the most successful candidates now employed at the most strategically attractive companies. *This is what headhunting is.*
- **Your ART Account Manager** assigned to your searches is a headhunter with a minimum of 10+ years in US-style executive search, with skills honed in analyzing a client's goals and business model, in evaluating a candidate's career path, and in carefully matching client to candidate and negotiating both parties to a mutually beneficial conclusion. And we stand by the quality of our matches with a full money-back guarantee policy.