



### **Advantages of Partnering with Russ Hadick & Associates, Inc.**

Russ Hadick & Associates, Inc. has been recruiting Construction, Engineering, IT, Manufacturing, and Accounting/Finance positions for over 40 years. We first recruit your local market, saving the client in relocation costs. We will perform an extensive interview for every potential candidate as well as check references and verify degrees. We will also perform background checks if required. Our candidates are also required to fill out an extensive application form with their work history, education, references, salary history and questioner which is very effective in weeding out candidates who do not have stable work history's, proper education, and where their strengths and goals do not match up with the job opening.

We follow a 10-step search process and we will only send the top 20% of the candidates in their field as we are not "e-recruiters". We will call 75-100 potential candidates, screen up to 25 candidates and then only give you the top 3-5 candidates. This screening process allows us to weed out weaker candidates.

Our philosophy is to build up a partnership with our client companies, and to be an extension of them. We are the right recruiting firm for clients who want a relationship and want to partner with us instead of just sending them resumes. We take the time to listen to our clients' needs so we don't waste our clients time, our time, or our candidates time.

In the 40+ years that our firm has been in business and recruiting candidates, we have built up relationships with potential candidates and hiring managers. When we cold call candidates and present opportunities, they listen because of our reputation, experience, and expertise.

With 40+ years of talking to and screening thousands of candidates, and a database of over 70,000 candidates, we have experience and resources to target candidates that will match up to the openings we receive

Our Account Executives have advanced degrees, have been corporate recruiters, and have been at the Director level in past corporate positions. We know how to interview, as we have interviewed and hired for our own departments. In addition, we have used recruiters to staff our departments in the past.

Our owner, Bob Hadick, was an as an Executive Director with 15 years in the corporate world and 22+ years of Professional Search and Recruiting where he has placed over 500 candidates. Bob and his staff can relate to other candidates, managers, and hiring managers as we have "talked the talk" and "walked the walk". We have instant respect when potential candidates are told about our backgrounds and experience, which makes our firm more successful in recruiting candidates. Our many years of recruiting experience, education, and work experience is what gives Russ Hadick & Associates, Inc. an advantage when recruiting candidates.

Bob Hadick, President of Russ Hadick & Associates, Inc.

