

Bob Hadick, President

Vision Statement

We see our company as a ministry that God gave us to further His kingdom. We want people who come in contact with us to see we are different by what we say, the way we act and the helping hand we extend even though we know we won't always benefit financially from our actions. We want to be the best recruiting firm in the area, not by just serving our customers to the best of our abilities, but by making a positive difference in the lives of our clients, applicants and with everyone else we come in contact. We can achieve this by being known for our honesty, ethics and moral code that can't be matched by any other firm. We will always strive to do what we say we are going to do when we commit to meeting our customers needs.

Bob has over 20 years of industry experience as an Executive Director of Engineering where he hired and grew an Engineering Department to 55 Engineers in the US and the UK. In the past 9 years, Bob has placed over 200 High Tech and Management Professionals. His background and experience in industry allows Bob to "talk the talk" with hiring managers where he can properly evaluate and match up candidate's career goals with the Hiring Manager's job specifications.

Bob is a graduate of The Ohio State University with a Bachelors degree in Electrical Engineering and a minor in Computer Science.

Bob has lived and help raise two kids in the Dayton/Cincinnati area for the past 30+ years.

- College Athlete
- Won design awards as an Electrical Engineer
- Promoted to a Department Director within 10 years of college graduation
- Was on the Executive Board of a local company
- Consistently in the top 5% of all Recruiters in the Nation

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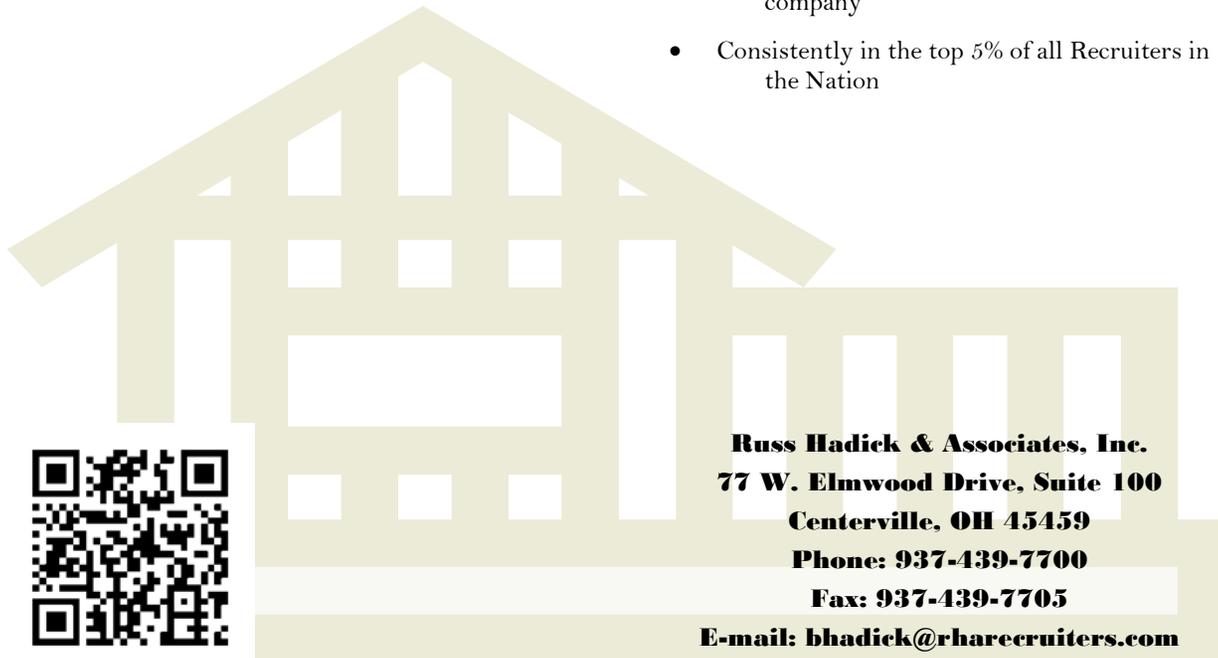


PROFESSIONAL SEARCH & RECRUITING

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WWW.RHARECRUITERS.COM



Celebrating 31 Years

Russ Hadick & Associates, Inc. is a Nationwide Professional Search and Recruiting Firm based on Christian Values and Ethics where honesty and integrity is first and foremost. We are a full service mid level to management career placement firm with Account Executives specializing in Engineering, Information Technology, Manufacturing, Quality, Operations, Accounting, Finance and Sales.



A PROFESSIONAL SEARCH AND RECRUITING FIRM

Local and National professional recruiting

Thirty-one years experience

Professional full-time positions

Professional contract positions

Free service for job seekers

Client companies pay fees

Why register with Russ Hadick & Associates, Inc?

All the Account Executives at Russ Hadick & Associates, Inc. work directly with the decision makers, Managers, Directors, and VP's when we present you to our clients. When you send your resume through the internet or through the paper, it is one of many (up to one of 1000's for the larger companies) where HR is tasked to sort through the resumes and hopefully your's will get passed to the hiring authority.



When we interview you, we will find out your strengths, the type of job you are looking for, as well as what you have done in your current and past jobs. Since we get the job specifications from the decision makers, we can help you update your resume for what the client is looking for in a candidate. At that point, we can directly sell you and your skill set to the hiring authority.

What makes Russ Hadick & Associates, Inc. *different* from other recruiting firms?

We have been in the recruiting business for 31 years and have survived 4 major recessions in that time frame. Fifty percent of all recruiting firms go out of business during a recession. We currently have relationships with over 200 companies and are continuing to grow that list in the Dayton, Cincinnati and Columbus areas.

- ◆ We do not mass mail resumes.
- ◆ We work directly with the decision makers.
- ◆ We match up your needs, career goals, and strengths with our client's needs.
- ◆ We never force you into a job.
- ◆ We coach you on how to write a resume and how to interview.
- ◆ We treat you as a person, not just a candidate.
- ◆ You will know where your resume is being sent beforehand. We get your permission first!