



## **Russ Hadick & Associates, Inc.**

Professional Search & Recruiting

77 W. Elmwood Dr.  
Suite 100  
Centerville, Ohio 45459  
937/439-7700  
Fax 937/439-7705

### **Russ Hadick and Associates, Inc. Unique Selling Process**

Why use Russ Hadick and Associates, Inc. over any other recruiting firm?

1. You will get the best of the employed by getting candidates from us that are the winner, the accomplisher, the high achiever...the kind of person that is not reading ads on job boards or posting their resumes all over the place. However, if you want the best of the unemployed, or the best of the unqualified, or the best of the unhappy, we are not the firm for you. There are many internet recruiters, recruiting firms, and quite frankly if you had the time, that can get these types of candidates.
2. You will get the top 20% of the candidates in their field. How do we know this? For any given department, Engineering, Accounting, IT, etc. there are always top performers. It is safe to say that nearly all of those top performers are NOT looking for jobs on the job boards or posting their resume on internet sites. Managers are keeping these candidates happy by the work they give them, raises, promotions, etc. These are EXACTLY the type of people we call up "cold". The candidate that is NOT looking for a job. However, because they are top performers they can be sold on better opportunities that will advance their careers if the right job is presented to them by our Professional Recruiters. Is this the person you want for your department? Or the person spending their work time, nights and weekends searching the internet and posting their resumes?
3. If these candidates are local. We see them face-to-face and determine if they are someone that we **allow** to represent our firm and be sent for an interview with our clients.
4. If they are not local, we either Skype with them to do an face-to-face interview or have an extensive phone interview with them AND have them fill out a very thorough application form. This application gives us salary history, background information, relocation issues, employment history, strengths and weaknesses, career objectives, etc.
5. We will check references and verify degrees.
6. We have a national database of over 90,000 potential candidates.
7. We have over 30 years of being in the Professional Search and Recruiting Business. Thriving through 6 recessions during that time when at least half or more Recruiting firms out there go out of business during a recession. This is possible for us to maintain and continue to grow because we have clients that refer us and come back to us to fill their positions, as well as, our proven 16 Step Search Process.