

Russ Hadick & Associates, Inc.

Professional Search & Recruiting

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A Member of the Sanford Rose Associates Network



What Makes Russ Hadick and Associates, Inc. Unique

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

1. **We walked the walk:** Our Account Executives have a proven background in the fields they recruit. As an example, our Owner Bob Hadick holds a BSEE and was a Director of Engineering with 55 direct reports over 2 continents. We know how to find and match the talent you are looking for because we've worked in those same roles and have been hiring managers ourselves.
2. **Accountability:** Have you ever experienced the start/stop phenomenon? You give a search to a recruiter and the first week or two you are flooded with resumes. Then, for no reason, communication stops. They go silent and you never hear from them. Why is that? Generally speaking, most times those recruiters mine their massive databases and when they come up short, they move on to the next search. Not RHA. When we engage a search, we are committed to filling it and we expect our clients will hold us accountable. So, what does that look like? Upon request, we share everything with you. How many people we called that week, with whom we spoke about the opportunity, the results of the conversation, market trends, etc. We are an open book, and as a partner this is information and market data that you should expect from everyone you work with.
3. **Recruiting Techniques:** We're headhunters! We cold-call and recruit candidates that are NOT looking for a job as we sell them on our clients and the open position. These are the candidates that are not posting their resumes nor answering advertisements. They are happy in their current jobs and are well respected in their current company's; the best of the best.
4. **Guarantee.** We stand by the candidates we place by offering a **5-year guarantee**. Gone are the days you have to make a determination in 30 days as to whether your new hire is going to cut it. Our job is to alleviate your stress and pressure, and what better way than to back our candidates for 5 years?

These are among several reasons we've been recognized by Forbes as one of the top recruiting firms in the country 4 years in a row. But don't take our word for it. Ask us for references! We'll be glad to share names and numbers of other hiring managers in your field that you are welcome to speak with. And we encourage it!

Recognition

***Listed among America's Top Executive Firms by Forbes 2017, 2018, 2019, and 2020
Ranked as "Top 10 Executive Search Firms" by Executive Search Review
Voted One of Dayton's Best Places to Work***