

Overview

Who We Are

- Boutique, retained search firm – Focused on what we know, what we've done
- Six Partners, Six Administrative/Database Staff, No Researchers
- Offices in Sacramento, Austin, Cincinnati, Naples, & Stamford
- Operating since 1994 (22 years)

What We Do

- We recruit 3 functions (Marketing, Sales, Insights/Analytics) across industries
- Our specialty is eCommerce and Digital Marketing positions (GM to Director)
- Work spans every industry and category – Products and Services
- We service both client side, and service/agency/supplier sides (B2C and B2B)
- Geographic focus is North America, but we also recruit in Europe, LatAm, Asia

How We Are Different

- We're former Marketers ourselves – We've "walked in the shoes" we fill
- Our focus is on Function, not Industry – Athletes vs. Specialists
- We seek higher-risk situations – Building and Fixing, vs. Optimizing
- No Researchers or "Jr. Partners" – We actually do the work ourselves
- We actually "interview" candidates – Deep technical and functional assessment
- We meet final candidates in-person – We don't leave "chemistry" to Skype

Who We Have Worked For

- Publicly-Traded (F500)
- Private Equity-owned
- Venture Capital-backed
- Family-owned

Why We Do It

- We believe people – not technology – drive success and shareholder value
- We prefer long-standing relationships, not short-term transactions
- We're underwhelmed by many in our industry, and see a competitive edge
- We believe we have a better mouse trap – for the right clients, right situations

How We Operate

- Methodical – We aren't process fanatics, but we're process-driven
- Technical – We actually screen candidates, technically and functionally
- Selective – We focus on what we know, what we like, where we can add value
- Candid – If Emperor has no clothes, we'll point that out (and expect the same)
- Balanced – We work to serve candidates (the talent) as hard as our clients