



Michael J. Hawkins, Inc.

Consultants in Executive Search to the Foodservice Industry



MISSION STATEMENT

To be an integral part of our clients' Human Resource team by expeditiously recruiting management talent that exceeds expectations.

Treat every client, candidate, and associate in a professional and confidential manner in keeping with the highest ethical and equal opportunity standards.

EXPERTISE



General Management

Sales & Marketing

National Accounts

International

Manufacturing

Engineering

Service Management

Purchasing

Operations Management

QUALITY



- 1. Total Confidentiality.**
- 2. Industry's most advanced search hardware and software with an inventory of over 25,000 candidates.**
- 3. Ability to attract the finest candidates, many of whom work with us exclusively.**
- 4. Job description and person profile developed with client.**
- 5. Consulting on remuneration levels and programs.**
- 6. Reference checking prior to submitting candidates.**
- 7. Rationale addendum submitted with every resume.**
- 8. Research professionals on staff dedicated to finding the perfect match between client and candidates.**
- 9. Extended candidate guarantee as long as certain search parameters are met.**
- 10. Total commitment to and understanding of the industries we serve.**

REFERENCES



Our client list features hundreds of blue-chip public and private companies with annual revenues ranging from \$5 million to over \$6

billion and remains highly confidential.

However, upon request references that would be relevant to a particular search will be presented.

CHOOSING THE BEST RECRUITER IS A CRITICAL DECISION IN THE HIRING PROCESS

CONSIDER THE FOLLOWING:

- **The best recruiters focus on value added. Other recruiters focus on job orders at any price. A reduced commission fee invariably means that the search is not conducted in a thorough and professional manner.**
- **Our reputation is such that many of the industry's top candidates work with us exclusively.**
- **The success fee is quickly recouped with the ability of our quality candidates to produce incremental profit.**
- **The industry's finest candidates are rarely found by searching the internet and personal networking.**
- **Candidate references are checked before resumes are submitted to our clients.**
- **We present an addendum highlighting the candidate's track record and suitability with every resume.**
- **Our guarantee insures peace of mind for our clients.**
- **Our professional staff combines over 65 years of executive search experience.**

THE HALLMARK OF PROFESSIONAL SEARCH



EXPERIENCE

Managed revenues of over \$1 billion through 300 professionals over ten years.

Officer level manufacturing and distribution experience with P & L responsibility.

Responsible for over 3,000 placements over 34 years.

Marketing and Sales Management experience in over 20 countries.

Client consulting on job description, person profile and industry remuneration levels.

Proven ability to assist in all aspects of job offer negotiations.

ACCURACY

Position description assistance.

Position description sent to every suitable candidate for review and to comment on their suitability.

Resume addendum attached to every resume detailing candidate's recent achievements and personal information.

ACCURACY

- **References skillfully checked on each candidate before submitting to client.**
- **Attending all major industry trade shows and conventions nationally, in order to personally interface with clients and candidates.**

REPUTATION

- **Ask any industry leader and they will confirm our brands reputation for search excellence.**
- **Ability to attract the industry's finest candidates on behalf of our clients. The ones that are not looking for a new job.**
- **Our candidates get an extensive guarantee to give you peace of mind.**
- **Member ISSA.**
- **NAFEM Certified Level I CFSP.**

CONFIDENTIALITY

- **Nothing is more important than our reputation for client and candidate confidentiality.**