

Results matter when recruiting world class talent.



IRES

World Class Recruiting

Inter-Regional Executive Search



About IRES

Founded in 1991 while the U.S. was mired in the savings and loan recession, IRES had become one of New Jersey's "Top Fifty" executive search firms by the mid-nineteen nineties with clients spanning from Anchorage, Alaska to the United Kingdom and Europe by 2001.

Our success is attributed to old-fashioned business work-ethics coupled with a thirst for continuous knowledge and "street smarts"... attaining success one candidate and one business client at a time.

IRES associates possess a passion for the executive search industry which is underscored by our continuous dedication to the perfection, refinement and improvement of the art and science of recruiting. The results are our client's goals are often reached well ahead of most other search firms.

Originally trained under a "Big Eight" public accounting firm MBA/CPA partner, Frank G. Risalvato our founder and president, underwent an extensive year-long training program involving the complex idiosyncrasies and dynamics involved with corporate recruiting.

He did not stop there. He supplemented this pedigreed foundation with the securing of his CPC (Certified Personnel Consultant) designation and as recently as 2009 attended twenty-four conferences and seminars nationally to ensure IRES and our associates remain on the razor's edge of recruiting know-how and best industry practices.





WORLD CLASS SERVICES

FOUR POWERFUL SOLUTIONS

- **Contract Staffing** of skilled professionals and management
- **Executive Search** encompassing multiple industries, and disciplines globally
- **Merger and Acquisition Brokering** when buying or selling a company outright makes more sense than hiring or positioning its employees
- **Hybrid or Exclusive Contingency** when an alternate method is desired over a full retainer

*“Recruiting is the lifeblood of any program,
so you can’t put anything above that ...”*

PETE CARROLL –NFL AND CHAMPION U.S.C. TROJANS HEAD COACH

CONTRACT & TEMPORARY STAFFING

When your needs are immediate or would prefer to test drive an individual before enrolling him/her onto your benefits package, an IRES Contract or Temporary hire can fill the void immediately.

Through our partner company, which provides full payroll services in all forty-eight lower states, all accounting is taken care of leaving you to remit only one invoice.

Our clients range from the world's largest companies and medium-sized businesses to entrepreneurial start-ups. We provide contract and temporary talent within each of the core industry categories we serve:

- **Consumer Goods & Services** including Consumer Products, Retail & Wholesale
- **Financial Services** including Banking, Insurance, Private Wealth Management
- **Industrial** including Energy, Construction & Real Estate
- **Insurance** including Property and Casualty, Life & Health, Agents and Brokers, Information Technology, Auditors, Accountants, and Underwriting Support
- **Information Technology and Media Services** including Broadcast, Information Services
- **Healthcare & Life Sciences** including Healthcare, Cosmetic Chemistry, Pharmaceuticals & Biotechnology



SEASONED
PROFESSIONALS



PROJECT FOCUSED

EXECUTIVE SEARCH

When a key management or executive need becomes a mission-critical component of carrying out your organization's goals, IRES and our more than two-hundred and fifty million dollars of hiring expertise stands ready as your powerful ally.

With our *Project Focused* Executive Search services you receive premium-grade attention and priority dedication by our team including:

JOB SPECIFICATION DEVELOPMENT

- Recruiting road map development
- Company culture immersion and profile development

ON-SITE VISIT

RESOURCES

- Fully exclusive team
- IRES will not accept competing projects during the search

DEVELOPMENT OF COMPANY'S UNIQUE SELLING POINTS

- Enthusiastically present, up sell, and promote opportunity to distinguish your company from the "competition"
- Sharing of company name (unless opting out) to soften candidate resistance, instill conviction and promote a positive brand

COMPREHENSIVE MARKET PENETRATION

- Highly detailed "Search Report ®" an IRES exclusive, is presented to the company. (*Similar to an in-depth real estate appraisal of the target job market).
- Candidate and contact worksheets and spreadsheets are presented to the company. (proof of candidate availability in the event job specifications need to be adjusted)

THOROUGH CANDIDATE PRESENTATION

- Includes resume, profile/highlight assessment, Pre-Assessment/questionnaire, Reference and work history verification as is necessary
- Consultation on best approach to acquire candidate
- Face-to-face airport/hotel interviews or using IRES iView® "Instant Interview" web conferencing technology (predicated upon individual client needs)

"COUNTER-OFFER PROOF" PREVENTATIVE MEASURES

RELOCATION ASSISTANCE

ENHANCED REPLACEMENT GUARANTEE

POST-HIRE FOLLOW UP AND ORIENTATION CONSULTATION

IRES has skillfully managed over two-hundred and fifty million dollars of hires from CEO, CFO, and Vice Presidents of all labels down through the most difficult to locate professional staff... on several continents.



MERGER AND ACQUISITION CONSULTING

When companies determine a partnership or sale may create the synergy necessary for fueling future growth, IRES merger and acquisition consulting services may be in order.

IRES and our continuous dialogue with Presidents and CEO's of companies of all sizes provide us with the inside track as to companies likely to be receptive to such a proposal.

IRES business brokering agreements are separate from our recruiting agreements.*

When your company's growth goals call for more than adding individual talent to the organization's team, IRES and our merger and acquisition consulting services may be the key to unlocking your plans.

Our merger and acquisition consulting services facilitate in the identification of acquirable companies and assist with the brokering of the purchase transaction.

Key elements to our brokering services are:

- **Identification**

Development of a slate of companies that match your criteria, both geographically and functionally that have disclosed to being open to merger or acquisition.

- **Evaluation**

We facilitate arranging dialogue with management of both organizations and continue acting in a consultative capacity until an agreement is reached

- **Acquisition**

We conduct in-depth interviews and provide you with comprehensive evaluations on the most viable companies.

- **Confidentiality**

Most importantly, we approach the dialogue and introduction of buyer and seller with utmost discretion and confidentiality so as to not broadcast the activity or create concerns with current employees.

** Brokering agreements for merger and acquisition consulting are separate from our recruiting agreements.*

** Call (704) 243-2110 for more information*



CLIENT
ACQUISITION
SEARCH

EXCLUSIVE CONTINGENCY

Just as you would never sign a home sale listing agreement with multiple realtors® or sign a contingency retainer for legal services with multiple attorneys ... We believe the same professional protocol and principles apply to any professional-grade service. This is especially true with professional recruiting where the impact of amateur, hasty, sloppy practices can be detrimental to both the hiring company and the recruited career-seeking candidate.

Making a professional-level career change is one of the most traumatic and tension-filled decisions any of us will make in our lifetime. It is in our client's favor to have this sensitive, transitory process handled by a deftly skilled and well-trained professional team.

IRES EXCLUSIVE CONTINGENCY OFFERS TWO OPTIONS:

HYBRID CONTINGENCY

SEARCH TERMS

- Reduced, upfront engagement fee versus full retainer
- IRES becomes sole representative and manager of the recruitment process – avoiding complications
- IRES will pursue search until completion and hire

RESOURCES

- Dedicated research, support and recruiting team
- IRES refrains from accepting competing projects for duration of project

IDENTIFICATION

- Extensive dialogue with management including optional on-site visit
- Immersion of company culture, philosophy compilation, to best match candidates
- Detailed assessment questions established
- Custom-created search plan and flow-chart to designate target candidates
- Multi-media/multi-channel communication with candidates by research and support team

ATTRACTION

- Unique selling points are enthusiastically presented to motivate and educate candidate of your company's features and benefits
- Company name is openly shared with appropriately qualified prospects to remove apprehension and melt away resistance

ACQUISITION

- IRES communicates with candidate finalists to ensure acceptance of an offer
- Post acceptance resignation and follow-up to forestall counteroffers
- Enhanced replacement guarantee
- Empathetic support with relocation through a network of partners nationally

EXCLUSIVE CONTINGENCY

SEARCH TERMS

- IRES becomes sole representative and manager of the recruitment process – avoiding complications
- Limited resources during search duration

RESOURCES

- Standard search process, may include competing projects

IDENTIFICATION

- Extensive dialogue with management
- Comprehension of company culture, philosophy compilation, to best match candidates
- Custom-created search plan and flow-chart to designate target candidates
- Multi-media/multi-channel communication with candidates by research and support team

ATTRACTION

- Unique selling points are enthusiastically presented to motivate and educate candidate of your company's features and benefits
- Company name is withheld until final stages due to contingency nature.

ACQUISITION

- IRES communicates with candidate finalists to ensure acceptance of an offer
- Post acceptance resignation and follow-up to forestall counteroffers
- Standard replacement guarantee
- Relocation support

TRACK RECORD



Ranked among the **Top National Specialty Firms**
as featured in Executive Recruiter News

Recipient of **Ernst and Young Entrepreneur of the Year**

Ranked among **"Top Fifty" Search Firms in New Jersey**
by New Jersey Business Monthly

Only Search Firm President appointed to **State. D.O.L. Advisory Board**
by two-term Governor Christine Todd Whitman
Served for six consecutive years

Member of the **National Association of Personnel Services**

Among select group of **Nationally Accredited trainers for NAPS**
Attend and lead up to twenty-four conferences annually

Recognized as **Industry Thought Leader**
by the The Ladders, CNBC, Wall Street Journal, Fortune, CFO and numerous print and online publications

Founder Frank G. Risalvato **featured on over 4,500 websites and internet forums**

Average of **One Million Dollars of Search Projects**
managed on a semi-monthly basis

More than **Two-hundred and Fifty Million Dollars of Hires**
brought to successful completion since incorporated in 1991

Over **Two Billion Dollars of Client Bottom-Line Revenue**
resulting from IRES hired talent or acquisition consulting

Recognized as the **#1 Recruiting Training Service**
through searchwizardry.com – an IRES affiliated company

More than fifty percent of recruiters abandoned the search industry during the "dotcom bust" (2000-2002) and the 2008-2009 banking recession.**

IRES core strengths, competencies and continuous investment in education and training demonstrate our resolve toward our long term commitment - Outranking most of our competitors in tenure.

** As printed in the The Forgyce Letter – the leading search industry monthly newsletter.

**YOUR
PARTNER
FOR SUCCESS**





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Inter-Regional Executive Search, Inc.

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