

## ABOUT US

Advantage Partners is a boutique retained executive search firm founded in 1996, with a mission to outperform the industry in service to our clients. Our results speak for themselves; we know of no other firm that has comparable performance.



## OVER THE PAST FIVE YEARS:

### WE HAVE

- ▶ Averaged **118** days-to-fill
- ▶ Completed **99%** of all searches

### OUR CLIENTS HAVE

- ▶ Made offers after interviewing an average of **4** candidates
- ▶ Hired their 1st choice candidate **96%** of the time

### AS A RESULT

- ▶ **90%** of our clients recommend us to others

In partnership with our clients, Advantage Partners' team and signature search process are completely aligned to execute every search as unique and critical. We listen, learn and only then do we search, and we do so with high touch, speed and precision to deliver the perfect fit.

Our clients range from coast-to-coast, across the United States and Canada. Going to market with first-hand knowledge gained on-site through our **campoout™**, we successfully recruit executives for clients in major metropolitan cities as well as communities in the heartland.



## MARKETS SERVED

Our forte is working with middle market (\$50M to \$500M revenue) operating entities – privately held businesses, divisions of larger public companies or domestic subsidiaries of foreign-owned corporations. We are especially well versed in the requirements of private equity portfolio companies and their sponsors. Our deep financial services practice extends from start-ups to \$1B+ in assets/premiums.

### MANUFACTURING/INDUSTRIAL

- ▶ Aerospace & Aviation
- ▶ Automotive & Specialty Vehicle
- ▶ Basic Materials
- ▶ Capital Equipment
- ▶ Consumer Durables
- ▶ Diversified Manufacturing
- ▶ Electronic Equipment & Components
- ▶ Industrial Materials & Technology

### CONSUMER

- ▶ Consumer Packaged Goods
- ▶ Food

### DIVERSIFIED FINANCIAL SERVICES

- ▶ Property & Casualty Insurance
- ▶ Investment Management
- ▶ Private Equity

### SERVICES & DISTRIBUTION

- ▶ Industrial
- ▶ Consumer
- ▶ Business
- ▶ Professional

## SEARCHES EXECUTED

We have successfully recruited senior leaders for our clients at the corporate and operating unit levels. Often we help build the leadership team through multiple hires. We routinely recruit for:

### EXECUTIVE LEADERSHIP

- ▶ CEO
- ▶ President
- ▶ CFO
- ▶ COO

### FUNCTIONAL LEADERSHIP

- ▶ VP Corporate Accounting
- ▶ VP Corporate Development
- ▶ VP Human Resources
- ▶ VP Marketing
- ▶ VP Operations
- ▶ VP R&D
- ▶ VP Sales
- ▶ VP Supply Chain

### BUSINESS UNIT LEADERSHIP

- ▶ VP General Manager
- ▶ Director Engineering
- ▶ Director Finance
- ▶ Director Manufacturing
- ▶ Director Marketing
- ▶ Director Sales

### UNIQUE LEADERSHIP

- ▶ Partner
- ▶ Principal
- ▶ Chief Product Officer
- ▶ VP Claims
- ▶ Director Call Center

# OUR SIGNATURE SEARCH PROCESS

CUSTOMIZED, CREATIVE, COMPREHENSIVE, AGILE

Our process ensures consistent high quality with systemized attention to detail, rigorous due diligence and continual refinement. Client-focused partner teams are hands-on throughout and are supported by staff who create a high-touch experience for candidates.

The relationship begins with an initial meeting to listen and learn, commencing our collaboration. . . . Following the hire, we provide onboarding follow-up and counsel to the new executive and the client throughout the first year.



## FIRM LEADERSHIP



Nikki Bondi  
MANAGING PARTNER



James McPolin  
PARTNER



Donald McMurchy  
PARTNER



Tiona Thompson  
PARTNER

## CONTACT

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## AFFILIATIONS



Member of the Association of Executive Search Consultants  
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RETAINED EXECUTIVE SEARCH