

Rob Cotton - President / Founder

Rob brings over 14 years of professional Executive Search & Recruitment and Staffing industry experience. He has dedicated his entire career to the recruiting industry with experience in both private regional firms and large international search firms. He is recognized for his passion to help others and his desire to deliver on his promise. Throughout his career he has built recruiting desks from the ground up, led & managed a regional office with P&L ownership and \$2.8m in yearly revenues, trained other professionals in the art of executive recruiting and has international search experience. He continues to work with many of the industry's brightest technology & leadership professionals from Silicon Valley on the West Coast to Boston on the East Coast. He has a Bachelor's degree in Business Administration & Marketing and earned his CTS certification in the staffing industry.

His knowledge & experiences have provided tremendous value to a very loyal following of clients in both start-up and fortune 100 corporations. Executives and Senior level professionals alike continue to appreciate his expertise in the Executive Search Industry and greatly value his recommendations, discipline and character. His successful track record and career of identifying & sourcing top professionals has positioned ASG as "*Executive Search & Recruitment*" industry leaders for years to come.

AREAS OF EXPERTISE: Telecommunications, Computer Networking, Hi-Tech Manufacturing, Consumer Products Manufacturing, Aerospace & Healthcare.

James Miller – Executive Search Consultant, Partner

James brings over 23 years of combined professional training, employee development and leadership experience to Access Source Group from a very distinguished 20 year career in the U.S. Army and 3 highly successful years as an executive search consultant with ASG. James is recognized for his integrity, professionalism and determination. James has excelled in the executive recruiting industry due to his thorough interviewing skills and abilities coupled with his drive to find the right fit for our clients. His career experience spans the globe and his ability to lead and manage critical clients searches from cradle to grave make him one of the industries most talented recruiters. His private and public sector experience also provides an unique value to our clients in the ever changing marketplace and has enabled ASG to take on very diverse search opportunities.

AREAS OF EXPERTISE: Global Manufacturing Industries with responsibilities in Quality, Process Improvement, Six Sigma, Supply Chain and Human Resources.

Bob Hajek - Executive Search Consultant, Partner

Bob brings 18 years of leadership experience in the information technology consulting industry to Access Source Group. Throughout his career, he has been instrumental in building business solutions designed to identify and quantify business value through improvement in work- flow process automation, and operational process management. Bob's professional services industry career began with an integrator of manufacturing and supply chain systems, where after only 4 years in the role of Solutions Engineer he became part owner and Executive Vice President of the company. He went on to strategic positions with a global leader in supply chain management software and an SAP business consulting firm. Bob attended Loyola University of Chicago where he received his Bachelor of Business Administration, BBA Marketing degree. Bob, his wife, and two children reside in Grand Rapids, Michigan. He and his family are actively involved with Ada Bible Church and enjoy community service.

AREAS OF EXPERTISE: Manufacturing Industries; Aerospace, Automotive, Consumer Products, Life Sciences. Service Industries; Healthcare, IT Consulting, *Supply Chain Management and Enterprise Software*

Greg Policella – Executive Search Consultant

Greg brings a stellar career in the recruiting industry where he last spent over 6 years with Nextel Communications as one of their top Senior Recruiters and recipient of two exclusive employee awards. Overall Greg has 10 years of recruiting and human resource experience and is recognized for his dedication, professionalism and desire to exceed customer expectations. Greg has experience working for large Fortune 100 companies, small regional healthcare companies as well as at a branch of an international search firm. During Greg's career with Nextel, he recruited extensively in the areas of Sales, Human Resources, Engineering, Finance and Operations. He has in-depth experience with full life cycle recruiting, including laws and regulations.

AREAS OF EXPERTISE: Telecommunications, Wireless Technology, Healthcare, Bio-Medical

Brian Ray – Recruiter

Brian is an established entrepreneur with over 15 years of experience in chemical engineering, manufacturing leadership, small business ownership and real estate. Brian is known for his thoroughness and attention to detail and is in charge of spearheading initial recruiting efforts for key client searches. Brian's efforts and desire to research and source the best possible candidate for our clients will continue to provide ASG an advantage in the marketplace where most initial search efforts are outsourced. He has experience recruiting in the area of Sales, Marketing, Engineering and General Manufacturing.

Kevin Boler – Recruiter

Kevin joined ASG in 2007 having worked with Rob for over 6 years while in Charlotte, NC. Kevin brings a wealth of staffing industry knowledge and over 12 years of interviewing and recruiting experience in the industrial, manufacturing and distribution industries. His focus is the Southeastern U.S. where he will be developing and building the Charlotte, NC office where he is well established and recognized for his years of dedication to the industry.