

## **Rob Cotton**

Managing Partner, Manufacturing  
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Rob Cotton is the Managing Partner for Access Source Group's diverse manufacturing practice. Rob brings over 16 years of professional Executive Search 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 in helping others and his integrity in delivering on his promise. Throughout his career he has built recruiting desks from the ground up, led & managed a regional office with \$2.8m in yearly revenues, trained other professionals in the art of executive recruiting and has placed many executives internationally.

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. Executive level professionals 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 an "Executive Search & Recruitment" industry leader.

## **Bob Hajek**

Managing Partner, Healthcare IT, Supply Chain Management  
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Bob Hajek is the Managing Partner for Access Source Group's Healthcare IT and Supply Chain Management practices. He is responsible for managing all areas of the Healthcare IT and SCM practices including; client relationships, full cycle recruiting, talent acquisition services, contract talent sourcing, research and industry intelligence. Bob shares his time in our Arlington Heights, IL and Grand Rapids, MI locations.

Bob brings 18 years of leadership in information technology consulting and recruiting experience to Access Source Group. Throughout his career, he has guided organizations by providing business solutions in process automation and operations management. Before joining ASG, Bob was a consultant for a national retained executive search firm specializing in healthcare where he was successful recruiting experts in the areas of finance, operations and information management. Prior to executive search, Bob was an Executive VP of an automation systems company, and held strategic positions with a global leader in enterprise software and an SAP data collection business consulting firm. Bob attended Loyola University of Chicago where he received his Bachelor of Business Administration, BBA Marketing degree.

## **Steve Klein**

Managing Partner, Transportation & Energy  
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Steve brings over 18 years of Executive Search and Management Consulting experience to Access Source Group. Prior to owning his own Executive Search practice (Automotive Search Consultants), Steve was employed by Profiles and Management Recruiters. While employed at these companies, he was consistently ranked as one of the top Recruiters in the country. His accomplishments include 4 time Pacesetter Award winner, \$2,000,000+ in production achieved, and recognition by his client companies for "Excellence in Customer Service". Steve holds a B.S. in Engineering from Michigan State University and a MBA from the University of Chicago Graduate School of Business.

For the past 12 years he has assisted automotive, transportation and industrial companies in filling critical staffing needs. He specializes in the placement of technical, sales and management professionals, typically located at a Headquarters and/or Tech Center location. Steve provides solutions to his clients' critical staffing problems by identifying, sourcing and retaining top-level talent to remain competitive in today's marketplace. He believes the two main keys to providing this solution include customer service and industry knowledge. Customer service is key, treating his client companies and candidates with the utmost respect helps to develop trust and integrity throughout the hiring process. Understanding the industry; who the players are, what forces are shaping the industry and how this affects his clients and candidates is essential.

**James Miller**

Managing Partner, Government & Private Sectors  
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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 client searches from cradle to grave makes him one of the industry's most talented recruiters. His private and public sector experience also provides a unique value to our clients in the ever changing marketplace and has enabled ASG to take on very diverse search opportunities.

**Greg Policella**

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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 over 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.