

Access Source Group

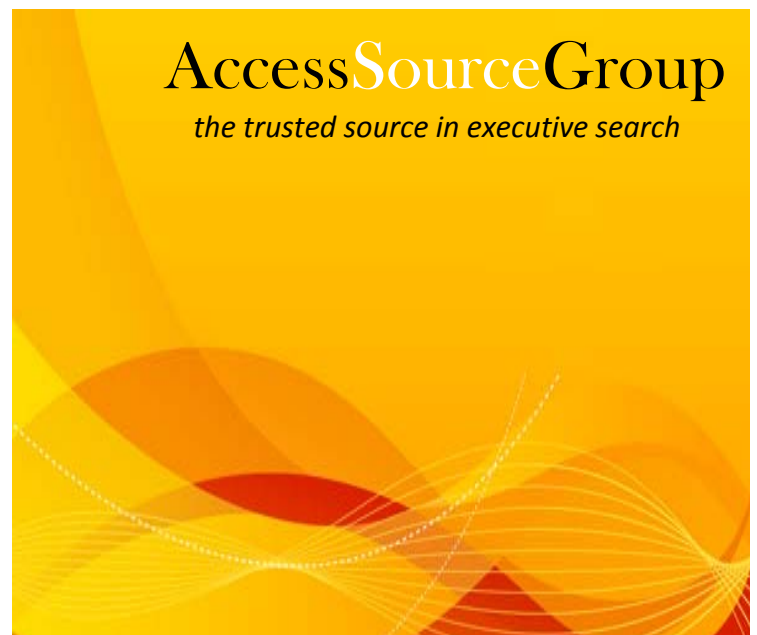


Manufacturing

Executive Search

Talent Acquisition Services

Contract Talent Sourcing



*"As water reflects a face,
so a man's heart reflects the man."
Proverbs 27:19*

Aligned with Client Objectives

Our professional experience is built around years of leading searches from the perspective of having the heart of a servant. Listening, understanding, and respecting our client's objectives allow us to be deliberate in sourcing, evaluating, and attracting the industry's best talent. Being aligned throughout the search process ensures our client has a complete candidate slate in order to select and retain the right person.

Our Manufacturing

Practice serves organizations by providing proactive assessment and recruitment of top-level professionals. Established in 2001, Access Source Group has developed a diverse client base with national reach.

Connecting Clients with Leaders

We understand the urgency and economics of our client's recruitment needs. Being a smaller practice, we are focused on prompt delivery of targeted candidates without the hands-off limitations suffered by large executive search firms. We continually identify leaders, so when a search assignment is awarded we are ready to effectively recruit candidates.



Recent Search Projects

We specialize in placing operations executives, strategy leaders, team builders, project managers and revenue generation professionals. Our executive level placements are individuals who are successfully leading companies through integration, change management and innovation. Our mid-management placements are visionary directors & managers who create medium to long-term strategy, lead departments, and thrive in highly competitive environments.

Chief Technology Officer
Sr. VP of Operations
Director of Global Procurement
Director of Finance
Plant Controller
Executive Technology Consultant
Software Engineers
Division Project Manager

VP Integrated Supply Chain
Lean Manufacturing Leader
Quality Director
Coding Consultant
Compliance Consultant
Integrated Systems Project Mgr.
Business Development Manager
Market Research Analyst

Chief Marketing Officer
Sr. Director of Channel Sales
Director of Product Management
Market Development Director
Director of Customer Service
Pre-Sales Software Consultant
Program Manager
Territory Sales Managers



"I have worked with Access Source Group on multiple projects and have been completely satisfied with their dedication, attention to details, integrity and intense willingness to go the extra mile. Access Source Group's solid leadership positions it well for the future economies and I am glad to know I have ASG as a partner for the balance my professional career."

CTO, Emerging Technologies, Inc.

Executive Search Services

Retained Search

Through the utilization of best practices and time-tested methods of ethical recruiting, we are able to provide comprehensive and customized retained search services to each of our clients.

The recruitment and retention of the selected candidate is our primary focus. Because we are committed to providing industry leading professional services, we offer placement guarantees, hands-off personnel guarantees and reasonable fee structures.

Talent Acquisition Services

Organizations often call on us to be an extension of their talent acquisition department to quickly fill multiple functional positions. During our talent acquisition consulting engagements, we work onsite conducting the critical activities of the hiring process.

By being a part of our client's culture as we report to the hiring manager and HR, organizations can focus on their daily operations while we coordinate the interview, selection, offer and closing process. Utilizing our state of the art database, applicant tracking software, and on-line resources ensures a positive return on investment.

The scope of our retained projects are determined by our client's requirements in each search engagement:

Organizational Assessment & Candidate Profile Development

- Meet with Senior Management
- Develop Timetable
- Develop Position Prospectus
- Initiate and Implement Research Strategy

Candidate Identification and Assessment

- Identify/Assess Potential Candidates by Phone
- Conduct Face-to-Face Interviews
- Present Qualified Candidate Slate
- Continue Identification of Additional Candidates

Selection and Closing

- Recommend Final Candidates to Client
- Client Interviews Finalists
- Employment & Academic References Conducted
- Extend Offer and Acceptance

Integration and Follow-Up

- Follow up with Client and Placement
- Communicate and Obtain Feedback from Client

Contract Talent Sourcing

A well-implemented contract workforce management program can allow an organization to tap into a flexible talent base and adjust the workforce to match hiring initiatives, while at the same time controlling costs and risks. With our contract talent sourcing services, our clients have timely access to interim executives, contract recruiting consultants and seasoned project professionals.

Manufacturing Managing Partner

Executive Biography

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.



Rob Cotton
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Manufacturing Advisory Team

Access Source Group's foundational support is established upon the tremendous experience and credentials of our Advisory Teams. Each of our advisors are highly successful in their professional career and more importantly are "World Class" individuals that see the unique qualities that Access Source Group strives so hard to deliver.

Mike Jackson - Advisor
Manufacturing Operations Executive, Consumers Products Industry

Joe Blanhain - Advisor
Technology Executive, Advanced Security & Wireless Industry

Mary Korty - Advisor
Human Resources Executive, Retired Buick Corporation



AccessSourceGroup
the trusted source in executive search

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