

Most every search firm talks about quality, performance, speed, extensive networks and databases. Talk is cheap. We back up our words with *results*. Here are some additional example excerpts from the full page client reference letters we've received over the years:

Positions: Vice Presidents of Communications Industry Consulting

“We were successful at recruiting two important individuals during our partnership with Ron Bates... that, in my opinion, have given our company a competitive edge in our industry.”

**Mike McCray, Group Vice President, Oracle Corporation
(NASDAQ: ORCL) a \$12B software company**

Positions: Chief Marketing Officer

“The caliber and quality of all 4 submitted candidates were really excellent; I could've hired each one of the candidates they brought to the table. This was something that was really remarkable.”

**Ido Gur, EVP, ECI Telecom
+\$600M Telecommunications equipment company**

Positions: Vice President of Sales

“Executive Advantage Group’s Ron Bates and Michael Rothstein recently filled a Vice President of Sales role at CenterSpan with a candidate they submitted within the first 30 days of the search process, a candidate that will be an excellent addition to our team. We are even happier with the short amount of time it took to identify, recruit, and close a candidate of this caliber.”

**Steve Frison, COO, CenterSpan Communications, Inc.
(NASDAQ: CSCC) – the leading secure, software- based
content delivery network service provider**

Positions: Vice President of Global Customer Service, and Vice President of Engineering

“Having had a number of interactions with headhunters at Korn Ferry, Egon Zender, Spencer Stuart, Heidrick & Struggles, et al., I hired Executive Advantage Group’s Ron Bates and Michael Rothstein. When looking for mission critical executives, I didn’t want someone that was just going to do yet another search for us, but was going to actively get involved in the process from the point of view of understanding our strategy, and identifying people with a track record of deliverables. I also wanted to work with the guys that I'd actually discussed the project with versus working with some large firm's partner who then just handed the search off to their associate recruiter responsible for reaching out to, and screening a candidate population - while the partner who simply presented the candidates and "managed" me as a client - really - wasn't doing the search. ”

**Laura Larsen, Director of Human Resources & Administration, Zhone Technologies, Inc.
(NASDAQ: ZHNE) a \$125M Global provider of advanced
broadband access communications solutions**

Positions: Vice Presidents of Sales

“Thanks to the efforts of Executive Advantage Group's Ron Bates and Michael Rothstein, completed a Vice President of Sales retained search in 62 days with the hired candidate submitted 29 days after the spec was approved. Compared to the other both large and boutique search firms I've used, Executive Advantage Group's network is very large and they tuned into our industry specifically. There's no comparison. I knew we would be more likely to find candidates that fit our industry requirements going with Executive Advantage Group, Inc. ”

**Sandra Swann, Director of Human Resources, Viewcast Corporation
\$15M streaming video appliance company**

Positions: SVP Global Operations

“Michael & Ron filled our SVP Global Operations search in 51 days with a candidate submitted 18 days into the search. They were focused and targeted, and I’m pleased with how rapid the searches were completed.”

**Pat Adams, President & Chief Executive Officer, Avure Technologies
Start-up – High Pressure Press Solutions Pioneers**

Positions: Corporate Controller

“We have previously used retained search firms, but we have not been comfortable with the quality of candidates we saw via previous experiences. Executive Advantage Group's Michael Rothstein and Ron Bates have a differentiated approach to traditional retained executive search. We interviewed all 3 formally submitted candidates for our Corporate Controller role, with the first candidate submitted in 25 days, and ultimately hired the second candidate submitted. I was very impressed with the quality of candidates they formally submitted.”

**Frank Pagano, CEO, Coni-Seal, Inc.
Private – \$30M Automotive Aftermarket**

Positions: Senior Vice President of Sales

“Executive Advantage Group’s Ron Bates and Michael Rothstein set a high bar with our new Senior Vice President of Sales being the first of only 4 candidates submitted less than 30 days into the search. I’ve used Heidrick & Struggles, Korn/Ferry and others on various projects, and have found “boutique-firms” generally meet more of my unique demands. I didn’t want to have to look at a lot of resumes. I’m pretty strict, criteria-wise; [their] ability to pre-filter candidates through their in-depth interviews was excellent. Their search strategy, and the execution of the strategy, which included [their] constructing a unique and compelling website just for our search, picked up on my demands for this role, how it fit into my company’s culture and into the executive team we’ve built. Ron and Michael had persistence and tenacity – The intensity associated with their self-imposed execution requirements (speed, drive, and intensity) as part of their overall execution drives a better targeted-approach.”

**Tony Aquila, COO & President, Mitchell International, Inc.
Private – \$150M provider of business process management software
for the Property & Casualty Insurance Industry**

Position: COO

“I recently retained the executive search firm Executive Advantage Group, Inc. to fill a mission critical COO role for our PEO business at Vsource. Executive Advantage Group’s Ron Bates and Michael Rothstein set the bar high with our new COO being 1 of 2 candidates submitted less than 30 days into the search. In the course of my executive career, I’ve used Heidrick & Struggles, Russell Reynolds, Spencer Stuart, Korn Ferry and a number of boutique firms. Compared to my experiences with those other firms, Ron and Michael gave me the -only- experience with an executive recruiter where I thought they were truly interested in filling the job rather than throwing paper against the wall. Ron and Michael were very efficient and effective at identifying and qualifying the caliber of candidate we sought.” (Note: Executive Advantage Group previously completed a search for Vsource’s SVP of COS Sales with the new SVP being the first of 2 candidates submitted less than 30 days into the search.)

**Phil Kelly, CEO & Chairman, Vsource, Inc.
A public business process outsourcing solutions provider.**

Positions: Vice Presidents of Marketing

“Based on the nature and complexity of this hire, our business environment, and how picky we are as an organization, combined with 15 years of experience dealing with retained executive search firms, I expected this search to take as long as 6 months to fill versus the industry average of 90-120 days. Ron and Michael, executed a very elegant, smooth, and efficient process, requiring very little time on our part to execute, filling this search in 45 days, half the industry norm, which is fantastic given the complexity of this search. Recruiters typically have limited or no direct career experience in operating or line management roles. Ron and Michael’s real world line and operating role career experience was really invaluable. Ron and Michael are definitely top of the pack.”

**Kevin Hell, COO, DivXNetworks, Inc.
Start-up – A Video Compression Technology Pioneer.**

Positions: Vice Presidents of Engineering

“I’ve used Korn Ferry, Heidrick & Struggles, Spencer Stuart, and other boutique retained executive search firms. I’ve found that the key to success is the people on the search, not the specific firm. The searches Exegy conducted were of strategic importance to us, and Exegy needed personal attention. We chose Executive Advantage Group’s Michael Rothstein and Ron Bates as opposed to other firms we looked at.. This search closed a hire of a successful candidate after only 52 days.”

Benjamin M. Brink , CEO, Exegy, Inc.

Start-up – Provider of ultra-high performance hardware-accelerated computing appliances

Positions: Vice Presidents of Worldwide Sales

“Executive Advantage Group’s Ron Bates’ career background could have enabled him to actually personally assume the role as our Vice President, as a result, we hired Executive Advantage Group over Korn Ferry. Ron’s personal career background mapped really well into what we were looking for in terms of both his direct career experience and understanding of the space, as well as, the type of executive candidate we wanted. Our new Vice President was 1 of 3 highly qualified candidates submitted only 18 days into the search.”

Andy Lukes, CEO & President, Federation, Inc.

Start-up – Product data synchronization solutions for complex manufacturing environments

Positions: Vice President of Engineering, Vice President of Sales, and Vice President of Marketing

“As a software infrastructure company, I needed to hire the best and brightest for these positions. Their screening process was quite effective. We only had to interview three candidates to make an outstanding hire for the VP of Engineering position, a tremendous time savings for us. We enjoyed comparable success with the VP of Sales position. ...Michael (Rothstein) also presented a couple of candidates for our VP of Marketing slot. They were extremely qualified and we hired one of these candidates, filling a third highly visible position within our management team.”

Robert Petrossian, CEO and Co-founder, Menerva

Start-up – Online collaborative procurement and contract management solutions for enterprises

Positions: Multiple Executives – Human Resources, Supply Chain/Materials, Quality Assurance

“Having had a number of interactions with headhunters at Korn Ferry, Egon Zender, Spencer Stuart, Heidrick & Struggles, et al., I hired Executive Advantage Group’s Ron Bates and Michael Rothstein. When looking for mission critical executives, I didn’t want someone that was just going to do yet another search for us, but was going to actively get involved in the process from the point of view of understanding our strategy, and identifying people with a track record of deliverables. I also wanted to work with the guys that I’d actually discussed the project with versus working with some large firm’s partner who then just handed the search off to their associate recruiter responsible for reaching out to, and screening a candidate population - while the partner who simply presented the candidates and "managed" me as a client - really - wasn't doing the search. ”

David Savage, President & Group Director, Meggit USA

(London: MGGT.L) \$647M design and manufacturer of aerospace, defense and electronics systems and components

Positions: Vice President of Engineering

“Both Michael and Ron, as a result of their personal careers, truly had hands-on real-world familiarity with exactly what we wanted to do. Their clear understanding really helped the profile and targeting process. I haven’t seen a retained search firm really capture and target this level and depth of key specifics and then matrix those specifics directly to the candidates they were interviewing in such an effective manner. We were exposed to and bulls-eyed on a good number of qualified candidates quickly as compared to other recent retained searches. Most retained search firms are at about a 90 – 120 days from start to finish. To Michael and Ron’s credit, at 54 days, this by far was the quickest retained search I’ve experience from start to finish in terms of closing on a candidate. Not only were they fast, Executive Advantage Group also saved their client money on expenses with their expense being the least amount we’ve seen on a retained search. Overall, the value they delivered as compared to other search firms I’ve worked with in the past was much higher. I learned something by their approach as compared to other retained search experiences I’ve been through.”

Tony Sanders, Vice President, Human Resources, X-Rite, Inc.

(NASDAQ: XRITE) A \$125M global leading provider of color measurement solutions.

Positions: Executive Coaching

“As an executive with over 28 years of experience, I’ve been recruited into CEO and Senior Executive roles in both Fortune 100 and pre-IPO corporations. None of the leading retained executive search firms I’ve ever worked with, as a client or candidate, have demonstrated an ability to go beyond basic assessment of executive candidate career accomplishments. None employ a candidate evaluation approach that truly identifies - how - executive candidates were able to realize their accomplishments as a result of employing specific executive skills, let alone assesses, when mapped forward into a mission critical position, how well their executive skills would project success. Ron Bates excels at this. Given the value of their unique assessment process, when I need to fill mission critical positions, I can’t think of using any firm other than Executive Advantage Group, Inc.”

**Joe Kozak, SVP SWAT Teams for Process Industries, Retail, and Life Sciences, Oracle Corporation
(NASDAQ: ORCL) a \$12B software company**

Position: Vice President of Business Development

“Ron (Bates) has always submitted extremely well qualified candidates for his search projects. Ron truly headhunted this candidate by convincing the candidate who was firmly cemented in their current role...to interview and accept a Vice President of Business Development position with us. The candidate told us that, ‘If it hadn’t been for Ron recruiting me, I wouldn’t have ever seen the process through to acceptance. Ron is the best headhunter I’ve ever worked with.’ ”

**Donna Mize, Staffing Director, Amdocs, Inc.
(NYSE: DOX) a \$1.6B telecom software company**

Position: Vice President of Engineering

“I am pleased to report that we were able to hire an outstanding individual (VP of Engineering) as a result of this search. Now that this person is on board, I am satisfied that he is exactly the strong addition to our management team that I desired. With the addition of this person’s expertise, we are now well poised to deliver the most reliable last mile solution in the industry.”

**Tom Tighe, President & CEO, Wave7Optics
Start-up – A fiber-to-the-home and – business (FTTX) optical access systems company**

Positions: SVP of Engineering, Director of Applications Engineering, Manager of Enterprise Sales

“...we have chosen them repeatedly for retained search assignments for some of the most critical positions in our company, including Senior Vice President of Engineering. With Michael’s consistent and timely follow through, we were able to extend an offer to an outstanding Director of Applications Engineering in less than 50 days from the start of the project. This hire was soon followed by a Manager of Enterprise Sales.”

**Robert D. Cory, CFO, WebPutty, Inc.
Start-up – Gap closing business software application flexibility solutions targeting business needs**

Position: Senior Vice President of Marketing

“Our prior recruiting experience is that these individuals are in extremely high demand and very difficult to find. Clearly, their screening process was quite effective. They remain our choice for recruiting those high-value individuals upon which our company is built.”

**John Sauerland, CFO, Lightspeed Interactive
Start-up – Complete corporate end-to-end e-learning and knowledge management solutions**

Position: CTO

“Mike Rothstein was instrumental in the identifying, qualifying, presenting, and the overall recruitment of an “A-Player” for our Chief Technical Officer Position. This individual who became our Chief Technology Officer has exceeded our expectations and hopes, making news around the world and attracting positive attention from our business partners and clients alike.”

**Winona L. Watkins, Dir. HR, Gupta Technologies (formerly Centura Software NASDAQ: CNTR)
Embedded relational databases and high-end 4GL development tools for e-business**

Positions: VP of Business Development, VP of SW Development, Senior Production Executives, Sales Executives, Corporate Staffing Director, US Director of IT, Project Leaders

“Ron Bates... and Michael Rothstein... are capable and diligent professional who really do care about the projects and clients they take on. In a short time frame they presented candidates who were “A” players and understood the opportunity. The gratifying results of their efforts convinced us that we selected the right partners in contracting with their group.”

Amos Galon, Vice President, Amdocs, Inc.
(NYSE:DOX) a \$1.6B telecom software company

Position: GM/VP

“SatMetrix Systems sought a recruiter who would complement our company’s efforts to attract such a key individual – Michael Rothstein did that and more – he completed the search in just 35 days!”

Susan K. Lukrich, VP, Special Projects, SatMetrix
Start-up – Software and services solutions enhancing customer satisfaction and loyalty

Position: Vice President of Product Marketing

“Ron Bates... was referred to me by a business associate at another pre-IPO start-up. As a result of our experience... I hope to have the opportunity to use them again as our needs require, and I highly recommend their services.”

Daniel M. Platzker, President & CEO, Tegrity
Start-up – Content creation, conversion, and delivery platforms for
online learning-on-demand

Position: Vice President of DSP and Software Engineering

“...Michael Rothstein came highly recommended....Michael’s close cooperation, sound judgment, and persistent efforts played a critical role in this hire.”

David Tahmassebi, President & CEO, Resonext Communications, Inc.
Start-up – Developing complete chipsets and software for the 5GHz
Wireless LAN

Positions: Sales Executives, Product Manager

“We had a critical need to hire top talent for several key positions. It was very important to complete this staffing in a timely manner without sacrificing the quality of the people that we needed to hire. Ron Bates... and Michael Rothstein did a great job in successfully accomplishing this staffing project. They had the ability to attract top candidates to come and work for our company.”

Jussi Harvela, CEO, Solid Information Technology
Start-up – Information management software for distributed next-
generation smart networks

Position: Director of Hardware Development

“Michael Rothstein...met with us, and engaged all members of the selection team in a vigorous discussion to fully understand the characteristics that we were looking for in an ideal candidate. We were able to attract an excellent candidate, who accepted the offer to join our team just 63 days after the search began.”

Gordana Pance, Vice President of Engineering, Western Multiplex
(NASDAQ: WMUX)
a \$105M telecom wireless equipment company

Positions: Director of Information Technology, Key Territory Account Manager

“Both searches were filled in an exceptionally timely manner. In fact, we made an excellent hire for the Account Manager position just three weeks from the commencement of the search. Their ability to rapidly zero-in on appropriate candidates convinced me that they fully understood our business and marketplace.”

Paul Mastrapa, CEO, Advolife
Start-up – Total solution provider for home-based long-term care

Position: Director of Development

“I’m pleased to report that we were able to extend an offer to an excellent candidate for a Director of Development just 55 days after the search began, and that the offer was accepted on the very next business day.”

**Lynne Russell-Butz, Vice President, Human Resources, Activate
Start-up – Webcasting services company for enterprises**

Position: Director of Corporate Communications

“We recently had the pleasure of working with... Ron Bates... helped us identify and recruit, in 45 days, an individual that will impact our competitive advantage in the marketplace.”

**John Simpson, CEO, CyberBills, Inc.
Start-up – Online bill presentment, payment, and management solution**

Positions: Director of Product Engineering, Sr. Analog/Mixed-Signal Product Engineer, Analog/Mixed-Signal Design Engineer

“We’d never thought of utilizing retained search to fill positions at these levels prior to meeting with Executive Advantage Group. Most retained firms do not conduct searches at these levels. Search consultants are often unable to effectively qualify technology candidates at this level as a result of lacking the personal career technology experience that would give them the ability to understand a position’s technology requirements. These positions required very difficult to find Analog/Mixed-Signal experience. Michael and Ron did a great job of helping us understand what the characteristics of desirable candidates where and what the trade-offs we’d have to make would be. Michael and Ron brought to the table their technical know how and career experience and were able to conduct very detailed in-depth technical interviews of the candidates. They also provided detailed interview summaries of the “best-few” candidates they submitted, which we found useful circumventing the need to have our hiring executives wasting time “re-screening” candidates they ultimately wouldn’t feel were qualified. It’s rare to find search consultants with the careers in technology that enable them to understand the technology behind our hardware products like Michael and Ron.”

**Pam Wasson, Human Resources Manager, Pixelworks, Inc.
(NASDAQ: PXLW) A leading provider of system-on-a-chip ICs
for the advanced display market**

Positions: Consulting Managers

“We recently retained Ron Bates... to fill two (financial applications) consulting manager positions. This was a challenging position for us to fill... given the competitive market for qualified candidates. I was pleased with the search, timeframe, and the caliber of the candidates. We believe that the two candidates we hired... will add value to our practice after they have had time to assimilate into the Deloitte & Touche environment.”

**James D. Warren, Jr., Partner, Deloitte & Touche LLP
An \$11.2B management consulting firm**