



About Quality Search & Who We Are

ESTABLISHED IN 1981

Ever since *Quality Search* first began in business back in November of 1981, we have concentrated on serving the needs of our clients and applicants in the Packaging Engineering arena. Having conducted over 5,000 searches for many of the Fortune 500-1,000 Companies, we have become the premier contingency search and recruiting firm in the Packaging area. With nearly 60 years of combined, reputable, recruiting expertise, our knowledgeable and experienced team of recruiting professionals is ready to serve your professional needs. **There Is No Substitute for Quality** and **our goal** is to **source, identify, and qualify the top 20% of packaging professionals** and present them to you.

Approach & Philosophy Toward Companies

THE PROFESSIONAL APPROACH

As a professional you deserve to be given attention that focuses on your specific individual needs and your particular job opening. You deserve to have a Professional Recruiter that conducts business with honesty, respect and integrity. You must be presented with candidate information that is factual and be able to make your hiring decisions objectively, free of pressures. While we can point out specific strengths and weaknesses in a given applicant, and offer well-meaning advice, you must ultimately depend primarily on your own judgment. After all, you will be actually working with the hired person and be in a position to understand all of the factors and implications of a successful candidate selection.

Benefits to Companies

WILL USING A RECRUITER BE WORTH IT?

Most top executives agree that today, more than ever, time is a precious commodity. In fact, experience has shown that the secret to success is the appropriate delegation of certain tasks that are time consuming and tedious. In so doing, an individual can focus on and concentrate on other areas where his or her skills and talents are critical to success. The valuable time and energy saved, and the quality of candidate usually found, more than offsets associated recruiting costs in the vast majority of cases. In addition, some of the best candidates are often currently employed and performing their current job with their utmost ability and expending considerable energy and effort. They often do not have the extra time, nor the inclination to be scanning the want-adds or looking at job boards and ads on the Internet. The only way to reach these candidates is to use tried and proven, good old fashioned recruiting techniques that find that hidden candidate, that needle in the haystack! At *Quality Search* we utilize all professional means necessary to complete an assignment including advertising, networking, and cold call recruiting. Hopefully, we will have an opportunity to work with and for you in the future.

Attracting Good People

KEY ELEMENTS THAT ATTRACT GOOD PEOPLE

There are a number of factors that candidates weigh when making a career enhancement change. Of these the four that seem to come to the forefront most often are:

- **Salary or Compensation**
- **The Actual Job Itself**
- **Company and Where it is Headed**
- **Geographical Location**

Salary or Compensation is what we equate to what an individual's time is worth. Generally, when you buy quality in life, you only cry once. This is true not only with products, but also with people and the services, skills and talents that they provide in exchange for a salary. In compensation driven positions, such as sales, the 80/20 rule often applies. That is to say that 80% of the business comes from 20% of the people. Certainly these individuals are **worth more** as they **bring in more to the bottom line** of the company. Regardless of the salary/incentive parameters that you have to work with, it will probably cost you more to attract and hire top people. Another way to look at it is that **it will cost you more to not have good people** in your company in the long run. As indicated, strategic career moves are positively affected by the important component of compensation. However money isn't everything and it does not keep people for long if they are cast in a job that they perceive as drudgery or unfulfilling. *The Actual Job Itself* must be right or it will be difficult for the employee to stay focused on and involved with it long term. A satisfying job must allow the individual to grow professionally, developing and utilizing personal qualities and attributes such as his or her skills, abilities and natural talents. Even if the money is right and you are providing a job that satisfies the individual, you still may not be able to attract or keep quality people if they are not comfortable with the *Company and Where it is Headed*. In this area could be factors such as the company being financially unstable or having unethical practices or unsound business goals and directions. Also included in this are the company "Culture" and styles of leadership and management. It is important to clearly spell out whether the company allows for individuals to take ownership of their jobs and to be individual contributors. Is there a career path that is attainable; are targets and goals clear and realistically attainable? Is there a company "Mission Statement" and is it adhered to? Finally it becomes relevant and important as to the actual *Geographical Location* of the job. Location affects many factors relating to the others already mentioned. Location affects the cost of living and housing, which relates to compensation. It relates to the quality of life in terms of issues such as commuting time, pollution indexes, weather norms, and recreational as well educational opportunities. Each of these factors, and many others, can have a different level of importance, depending on the individual and where he or she is at the working life of a career. In summary, you as a prospective employer have to be sensitive in varying degrees to most of the issues discussed above.

Perspective & Experience with Companies

OUR PERSPECTIVE AND EXPERIENCE

We view our role at *Quality Search* as primarily "Message Carriers" of "Your Opportunity". We do not feel that we should try to "sell" you on any particular applicant, but rather to help you see the candidate in a true objective perspective. This should include important and relevant factors, both personal and professional, that will help you hire individuals that will be successful, happy and help you meet your company's goals and needs. Our goal is to find you the best candidate available at a fair market price that will truly see your job as a "career enhancement" opportunity that they can fully embrace!

Sincerely, *Jeff Wolfe*