

# *Resource Development Company, Inc.*

---



***Helping Companies Build  
High Performance Organizations***

## *About RDC*

---

- **Privately held consulting firm incorporated in 1981**
- **Providing Retained Search and related services since 1991**
- **Consistently ranked in Top 20 Philadelphia Retained Executive Search Firms** (Philadelphia Business Journal)

# *About RDC*

---

## Our Vision

**To positively impact organizations and individuals by making the right connection between them.**

## Our Mission

**To identify, evaluate, and recruit the person meeting our client's needs in the most professional, ethical and timely manner possible.**

# *Profile of Principals*

---

- **Craig B. Toedtman, SPHR, CMF, CPRW, CPBA**
  - **30+ years of business experience in General Management, Operations, Human Resources**
  - **BA Economics, Allegheny College; MBA, Case Western Reserve University**
  
- **Christopher J. Bilotta, CPRW, CPA**
  - **20+ years of business experience in Finance, Accounting, Information Systems, Human Resources**
  - **BS Accounting, MBA - Drexel University**

# *Service Offerings*

---

## ■ Retained Search

- Made to order sourcing, qualifying and recruiting

## ■ Assessments

- DISC - Behavior Assessment
- Myers-Briggs Type Indicator
- Strong Inventory

## ■ Pre-Employment Research

- Motor Vehicle History/SSN Validation/Criminal Check/Credit History

## *Our Clients*

---

- **Market Leaders - or striving to be**
- **Recognize benefits of “made to order” services**
- **Extremely particular about their employees**
  - **Industry-specific**
  - **Hard to Find**
  - **Qualified to exacting specifications**
  - **“Fit” culture**

## *Client Profile*

---

<b>Annual Revenue</b>	<b>\$5 – 500 million</b>
<b>Type</b>	<b>Private &amp; Public</b>
<b>Focus</b>	<b>Manufacturing / Service Technology / Non-Profit</b>
<b>Locations</b>	<b>North America</b>
<b>Positions</b>	<b>Senior Executives Management Technical Individual Contributors</b>

# *We Help Our Clients By*

---

- **Understanding their culture**
- **Assessing organizational needs**
- **Recommending actions**
- **Facilitating change**



# *The RDC Search Process*

---

- **Job Definition**
- **Research**
- **Spanning the Universe of Candidates**
- **Evaluation**
- **Recruiting & Communication**

# *Search Process - Job Definition*

---

- **Develop Exacting Job Specifications**
  - **Education & Experience**
  - **Specific Knowledge**
  - **Core Competencies**
  - **Key Problems to be Solved**
  - **Management Style / Interpersonal Skills**
  - **Compensation/Benefits**
  - **DISC “Work Environment Analysis”**

# *Search Process - Research*

---

## ■ **Establish Where To Search**

- **Specific Industries/Companies**
- **Non-related, Specific Skills**
- **Off Limit Companies/Individuals**
- **Local vs. Global**

## ■ **How We Search**

- **Staff of Research Analysts**
- **Proprietary Database**
- **Extensive Business Library**
- **On-Line Business Services**
- **Internet Postings (over 6,000 sites)**
- **Colleges, Universities & Trade Associations**

# *Search Process - Spanning the Universe of Candidates*

---

- **Start Locally**
- **Expand Universe As Required**
- **Cold Call Identified Candidates**
- **Solicit Referrals**
- **Make As Many Contacts As Necessary**
- **Typical Searches Involve Hundreds of Contacts**
- **Never Done Until We Are Done**

## *Search Process - Evaluation*

---

- **Conduct in-depth telephone interviews**
- **Assess candidate qualifications vs. client specifications**
- **Hold face to face meetings or video conferences**
- **Prepare candidate profile**
- **Utilize *DISC* “Style Analysis”**
- **Verify credentials**
- **Perform reference and background checks**

## *Search Process - Recruiting & Communication*

---

- **Help Determine the Most Reasonable Offer**
- **Coordinate Timing and Presentation of Offer**
- **Ensure Timely Acceptance**
- **Send Follow-up Correspondence**
- **Coach Against Counteroffers**
- **Counsel Candidate on Resigning and Transition**
- **Provide Assistance on Relocation if Applicable**
- **Stay Close to Candidate**

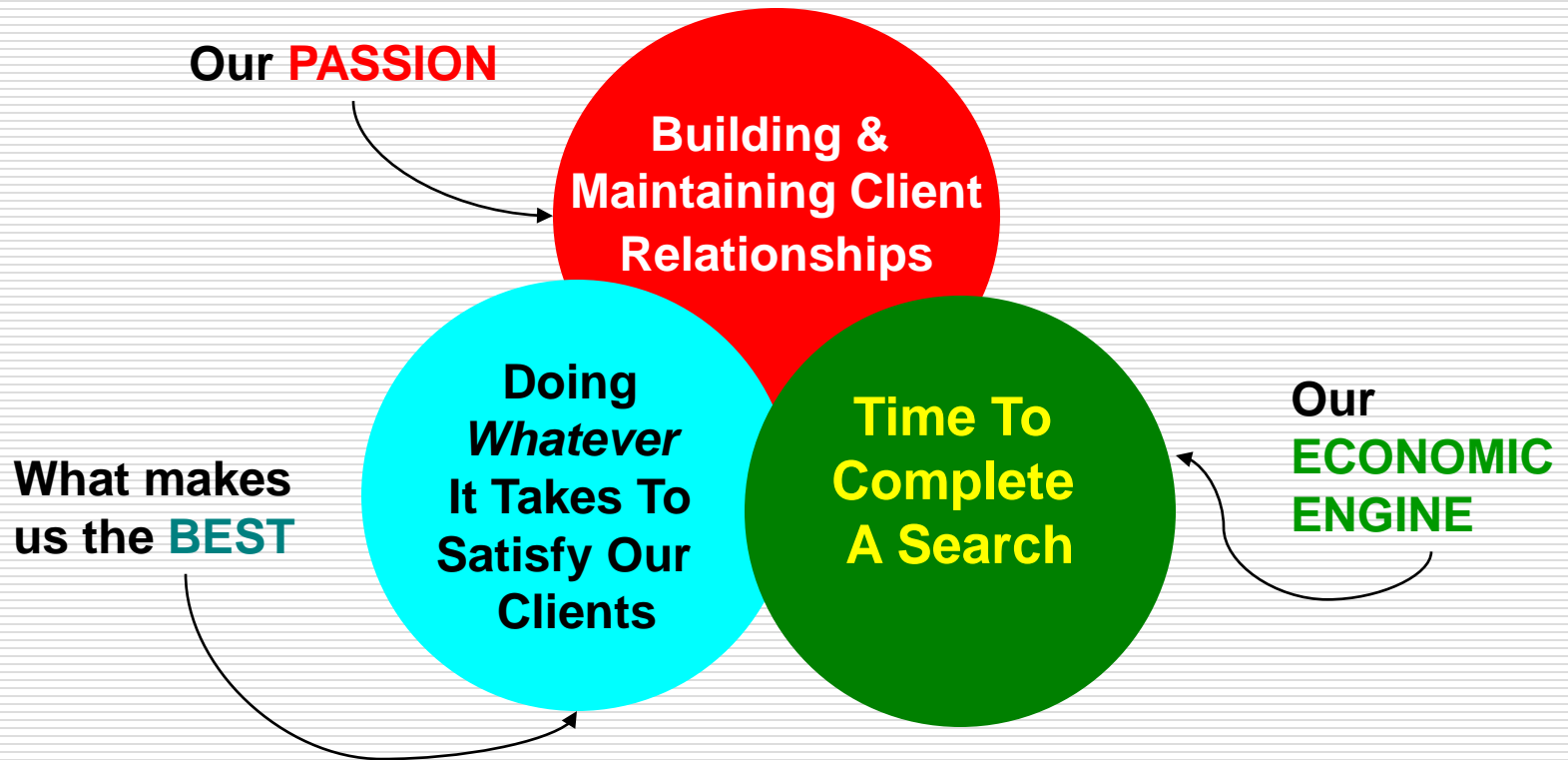
# *Our Total Quality Approach*

---

- **Committed to Greatness**
- **Client Focus**
- **Continuous Process Improvement**
- **Team-Oriented Problem Solving**
- **Effective Communications**
- **Building Long Term, Win/Win Partnerships**

# *RDC's Commitment to Greatness*

---





# *The RDC Difference*

---

- **Work with only one client in an industry niche**
- **Business experience of principals**
- **One-to-one consultant/client relationship**
- **Collaborative solutions development**
- **Original research**
- **Cost effective fee structure**

# *Minimum Investment*

---

- **Initial Retainer** **\$7,500.00**
- **Progress payment** **\$7,500.00**  
**(@ 45 days or 1<sup>st</sup> interview)**
- **Balance (30% of base annual salary) due when employment commences**
- **No hidden costs**



---

***Committed to identify, evaluate, and  
recruit the right people who meet or  
exceed your needs.***

**Right person...right place...right time.**

*[www.rdcinc.com](http://www.rdcinc.com)*