

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

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

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**

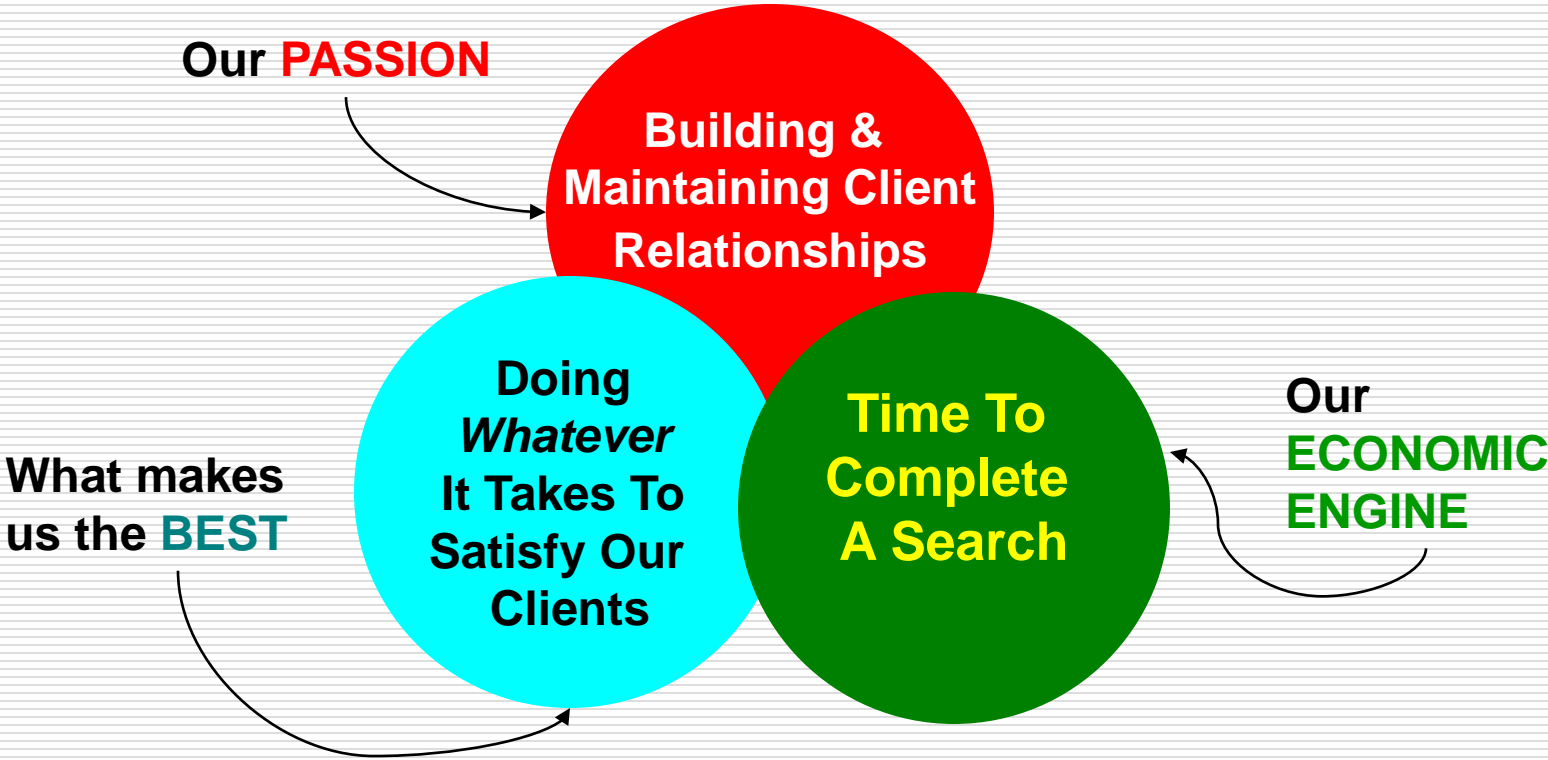
Search Process - Recruiting & Communication

- **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 1st 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