

Recruiter Profiles

Jock Seal, President



Jock Seal founded The H.S. Group in 1967 as an executive search firm. Under his leadership, The H.S. Group has grown to become a leader in outplacement, human resource consulting, talent management and assessment services. As a recruiter, Jock has the ability to quickly identify top quality, executive talent. His expertise is called upon in searching for and recruiting senior level managers earning \$300,000+ annually. Active in the community, Jock has served on boards of directors of a number of public and private companies and professional organizations. Jock earned his bachelor's degree in economics and English from the University of Wisconsin-Oshkosh.

Jeff Lasee, Director of Recruiting



For nearly 10 years, Jeff's focus with The H.S. Group has been to attract top managerial and executive talent in all industries and all disciplines. He applies his expertise to president, vice president and director level searches, as well as high-end technical and managerial positions. Jeff is well versed in finance, accounting, IS/IT, purchasing, operations, human resources, sales and marketing. Jeff earned a bachelor's degree in industrial organizational sociology from the University of Wisconsin-Oshkosh. He is an active member of several service and professional organizations.

Nancy Thompson, Management Recruiter



In her role as a Management Recruiter with The H.S. Group, Nancy brings with her a 14-year track record of building relationships and delivering results. Specifically, she has worked in a variety of national and international environments including automotive, paper, consumer products, financial, transportation and logistics. Her ability to quickly understand a business produces timely, bottom-line results. Nancy earned a bachelor's degree in business administration from the University of Wisconsin-Green Bay.

Heidi Brown, Recruiting Administrator



Heidi is responsible for the Recruiting Division's marketing and day-to-day operations. She is actively involved in marketing design and implementation. Drawing upon a background in customer service, Heidi serves as a contact for candidates and assists recruiters with research. Additionally, she is responsible for several functions of office administration. Heidi earned a bachelor's degree in Business Administration from St. Norbert College.



Since 1967

Executive Recruiting
Outplacement
Human Resource Consulting
Professional Assessments
Training and Development

The H.S. Group
Recruiting Division
2611 Libal Street
Green Bay, WI 54301

www.thehsgroup.com

Invest in the Best



Since 1967

Recruiting Division

Helping Clients Build Human Capital
For 40 Years

www.thehsgroup.com

Retained Search

Your trusted partner for executive search

As a partner in your search, The H.S. Group guarantees Retained Search as our top-priority. This executive-level search service is designed to quickly and efficiently identify and attract top executive talent. For 40 years, we've maintained a better than 95% success rate in our retained searches.

Clients opting for the retained search option take advantage of all The H.S. Group's contingent and engaged features, plus services unique to our Retained Search.

- ◆ *Top Priority and Visibility*
- ◆ *Candidate Assessments*
- ◆ *Executive Summaries and Professional Profiles*
- ◆ *Face-to-Face Candidate Interviews with Search Consultant*
- ◆ *Facilitation of all Aspects of On-Site Interviewing*
- ◆ *Consultation in Formulation and Delivery of Offer*
- ◆ *Relocation Management Assistance*
- ◆ *Community Orientation*
- ◆ *One Year Guarantee*

The H.S. Group's Retained Search option is designed for companies of various sizes in all industries and locations seeking executives with salaries primarily over \$75,000 annually.

Engaged Search

A value-driven search option

Many search firms offer only two types of recruiting: retained and contingent. But only a few offer a third middle option. The H.S. Group proudly offers Engaged Recruiting services which combine the impact aspects of retained search with the flexibility and cost savings of contingent recruiting.

Clients taking advantage of The H.S. Group's Engaged Search services receive all the benefits of contingent recruiting plus specific services that are usually only found in retained search:

- ◆ *Increased Search Priority and Visibility*
- ◆ *Consultation on Position, Compensation and Description Development*
- ◆ *Personal Candidate Interviews*
- ◆ *Reference Summaries*
- ◆ *Consultation on Offer Negotiation*
- ◆ *On-Boarding Services*
- ◆ *An Extended Guarantee- Twice that of Contingent Searches*

Engaged Search was designed for our clients in need of critical managerial and technical talent that exceeds the priority, impact or timeliness of traditional commodity contingent products, yet does not warrant the full retained search package used for top-level executives. Best of all, you can get these enhanced services through The H.S. Group at the same price as a traditional contingent search.

Contingent Search

The time-tested standard

The H.S. Group's Contingent Search is a time-tested professional service offered to all industries to identify and attract top professional talent to full-time positions. We utilize our national network and continually expanding database of professionals generated from 40 years of recruiting.

The Contingent Search option offers our clients a variety of benefits including:

- ◆ *Access to Local and National Pre-Screened Top-Talent*
- ◆ *Interview Feedback Coordination*
- ◆ *Consultation on Offer Development*
- ◆ *Facilitation of a Successful and Timely Conclusion to Search*
- ◆ *Transition Management*
- ◆ *Guaranteed Placements*

The Contingent Search is designed for all companies regardless of size, industry or location that are seeking quality candidates for technical, professional and managerial positions with salaries primarily over \$40,000 annually.