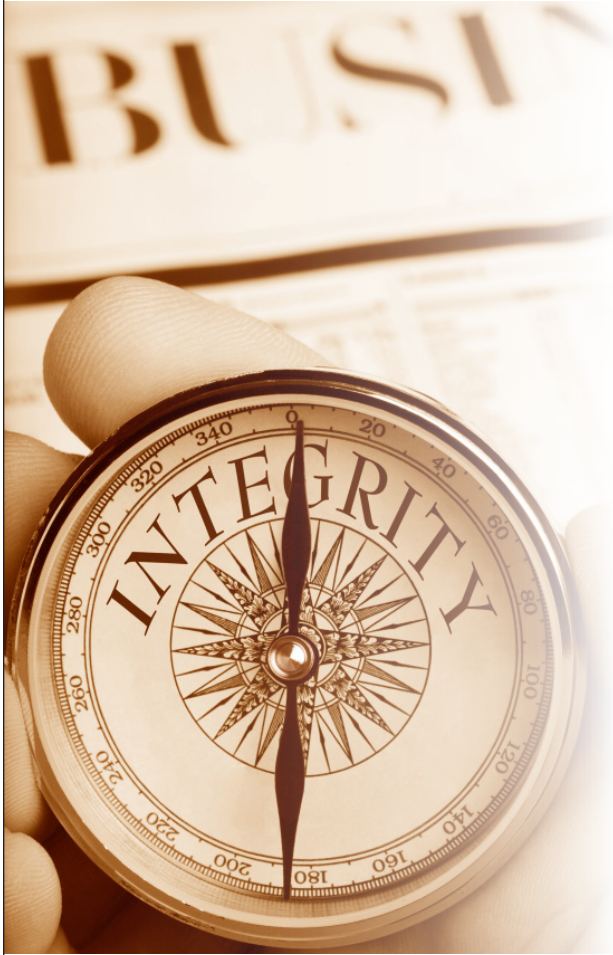




Bridging Talent With Opportunity



COMPANY OVERVIEW:

Established in 1983, the primary focus of Gundrum & Associates, Inc. is to provide our clients assistance in the three critical phases of the Talent Management Cycle: Attracting Talent, Employee Retention & Development, and Transition. Utilizing efficient systems that combine effective tools and processes while implementing strong interpersonal interaction, delivers results that benefit the success of our clients.

The foundation of our company is built on delivering quality programs and services that our clients rely on during times of need. As a partner to your organization, Gundrum & Associates, Inc. will work with you in achieving successful and efficient solutions to meet your needs.



“Time and the world do not stand still. Change is the law of life. And those who look only to the past or present are certain to miss the future.”

- John F. Kennedy

OUR SERVICES:

Gundrum & Associates, Inc. offers services in three distinct areas: Search & Recruitment, Coaching, Training & Assessments, as well as Outplacement & Career Transitions.

Our **Search & Recruitment** team works with many different clients ranging from Fortune 500 Corporations, to medium sized companies, as well as initial start up firms. Our goal is to assist quality organizations in identifying, locating, prescreening and securing talent in order to meet their manpower needs. It is our belief that the main asset of any organization is its people. Our mission is to bridge quality organizations with talented professionals.

The **Outplacement & Career Transition** team provides a variety of services and programs to meet the needs of both our corporate and individual clients. We help

corporations make a lasting POSITIVE impression with terminated employees. We use a proven, result based plan that provides the tools necessary to educate, guide, teach, encourage, and coach those individuals searching for their next career opportunity.

Our **Coaching, Training & Assessments** team is focused on helping our clients assist their executives, managers, supervisors and other top talent in developing their leadership skills and abilities. We offer custom designed, impacting programs from individual coaching to organizational seminars designed to improve key skills. These programs will play a significant role in contributing to the client's bottom line. Our programs have helped individuals and organizations reach greater performance levels both tangible and intangible.

These programs are designed to accurately measure and understand individual performance potential. They have effectively clarified strengths, behaviors, interests, goals, management styles, thinking styles, underlying needs, and stress behaviors of individuals. The resulting information opens the door to greater personal, team, and organizational productivity.



“Success is the sum of small efforts, repeated day in and day out.”

- Robert Collier

SEARCH & RECRUITMENT:

The Search & Recruitment Division of Gundrum & Associates, Inc. is committed to securing top-level talent for our clients. Our experienced team of research and staffing consultants specialize in providing proactive recruitment and relationship building techniques. This approach allows us unparalleled access to the “most in-demand” candidates that may not be actively looking or searching for new opportunities.

As your search and recruitment partner, it is our commitment to know and understand your company's manpower needs. Utilizing our unique and custom “30-step” search process allows us to systematically identify, attract, qualify, and recruit the most desirable candidates for your organization. Gundrum & Associates, Inc. develops relationships with passive candidates that

are interested in keeping abreast of career opportunities that promote personal growth, challenge, stability and other factors that would motivate them to explore other career options.

While other search firms may present VOLUME, we have a reputation of providing limited paper and MORE RESULTS. In realizing that talented employees are the key to the success of any organization, we take great pride and stake our reputation on our ability to identify, locate, prescreen and secure exceptional talent for you.



TOP ECHELON NETWORK
PREFERRED MEMBER

PARTNERSHIP

VISION



“Go confidently in the direction of your dreams. Live the life you have imagined.”

- Henry David Thoreau



OUTPLACEMENT & CAREER TRANSITION:



Gundrum & Associates, Inc. understands that how you treat your employee during a layoff or termination can have a significant effect on your organization's health and reputation. A solid outplacement program may be the most important separation benefit you provide your departing employee(s).

The programs provided by Gundrum & Associates, Inc. focus on minimizing the trauma and restoring normalcy to benefit all concerned. Outplacement services make great business sense — for your organization and the employee in transition. Providing the departed individual with the assistance and resources to move forward offers both the client and individual a sense of commitment in moving forward. Our result-orientated, outplacement program provides your company the opportunity to offer various programs that provide the employee a successful plan in seeking re-employment.

REPUTATION

A diagram consisting of three blue ovals containing the words 'REPUTATION', 'OPPORTUNITY', and 'INTEGRITY'. The ovals are interconnected by a network of blue dotted lines. One line connects 'REPUTATION' to 'OPPORTUNITY', another connects 'REPUTATION' to 'INTEGRITY', and a third connects 'OPPORTUNITY' to 'INTEGRITY'. The lines cross each other, forming an 'X' shape.

OPPORTUNITY

INTEGRITY

“The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy.”
- Martin Luther King, Jr.

COACHING, TRAINING & ASSESSMENTS:



Being more competitive and efficient with your business starts with knowing your teammates. Our unique Assessment Service assists our clients in maximizing the talent of their employees. By using various skill and personality assessments, managers learn to understand and make use of the potential within the people that they work with on a day-to-day basis. Our tailored assessments show which employees will work well together, and which employees may be qualified for promotions. It also helps employees understand their own style in a true light!

Key executives must be able to communicate a clear vision of the future while remaining focused on the realities of the present. Successful leaders require effective support systems that can help them see issues clearly, frame options, and examine their individual roles and styles away from the spotlight of their every day lives. Our leadership support programs help leaders identify their strengths and accurately assess those areas where development will amplify their success.



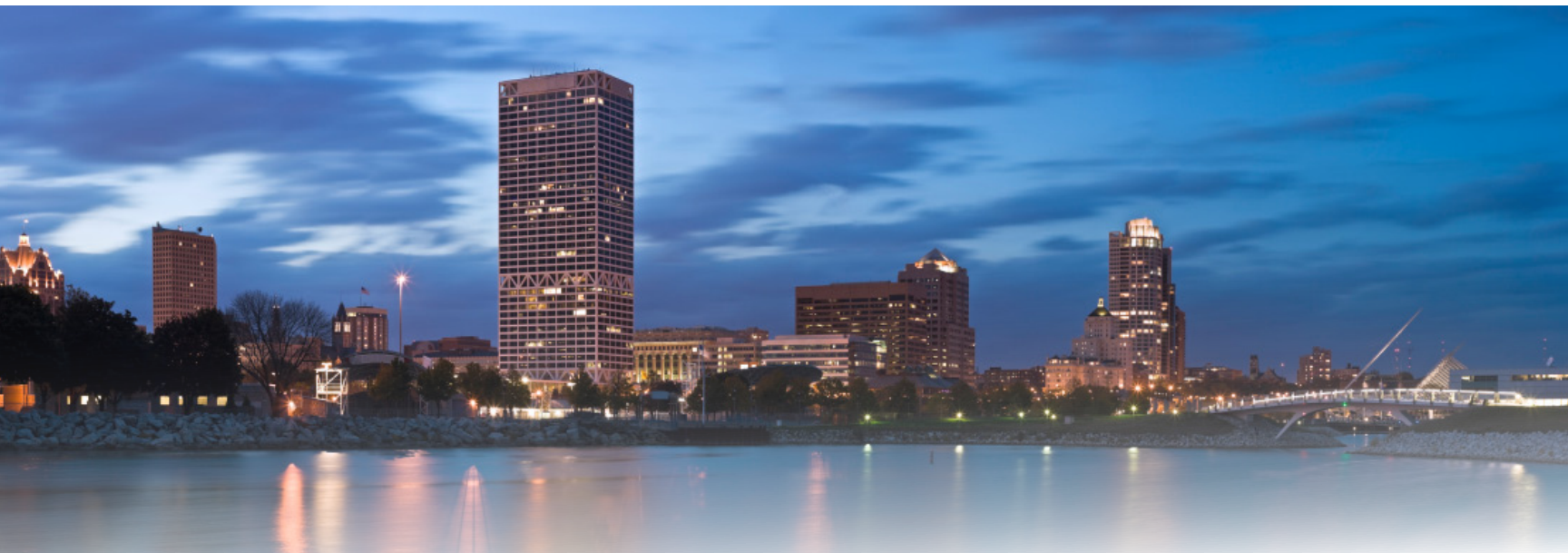
It is the belief of Gundrum & Associates, Inc. that the most important asset to any organization is its people. - Dan Gundrum

“What lies behind us and what lies before us are tiny matters compared to what lies within us”

- Walt Emerson

BRIDGING RELATIONSHIPS TOGETHER





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