

JRB & Company

International Executive Recruiting

Your Partner in North and South America

Boston

Chicago

Miami

Frankfurt

Your Partner in North and South America



“I would, all in all do it exactly the same way. I would, however, look for better advisors right from the beginning.”

Aristotle Onassis

JRB&Company

JRB&Company was founded as J.R. Bechtle & Co. in 1979 with the objective of assisting European subsidiaries in the U.S.

Since then, the firm has developed into a leading American executive recruiting firm. From offices in Boston, Chicago, and Miami, JRB&Company serves its clientele throughout Canada, the U.S., Mexico and South America.

The North and South American subsidiaries of European companies have special upper-level management and human resources requirements. Their operations are influenced by the needs and requirements of both the local marketplace as well as their European parent companies. JRB&Company has solid hands-on experience meeting the needs of both of these business environments.

Many subsidiaries of European and North American companies are small to medium-sized firms, and they require knowledgeable, realistic, and practical management recruiting support. With more than 30 years of experience, JRB&Company has proven to be an experienced partner in providing this support.

The demand on members of the Board of Directors is also unique: to balance the global requirements of an international corporation headquartered overseas with the daily needs of the local subsidiary operations. As members of the board for such subsidiaries, JRB&Company's executives have the understanding of the particular requirements these directors face. This practical knowledge and experience helps us to identify and select the best-suited professionals for the Boards of European subsidiaries in North and South America.

Our clientele comes from a broad spectrum of industries, with a concentration in capital equipment, machinery, electronics, high-tech components, medical devices, consumer products, and other technically-oriented products and services. Today we serve industrial companies from Europe, Canada and the U.S. across all North and South American markets.

JRB&Company has a simple mission: to be a pragmatic, realistic and reliable partner for North American and European corporations and their subsidiaries in North and South America, using its knowledge, experience and – not least – practical common sense.

- Retained Executive Recruitment
- Board of Directors Consulting
- Human Resources Management
- Management Assessment Services
- Compensation & Benefits

Executive Recruiting



“In the end, all business operations can be reduced to three words: people, product and profits. Unless you’ve got a good team, you can’t do much with the other two.”

Lee Iacocca

Retained Executive Recruitment

JRB&Company specializes in retained executive recruitment for industrial companies with manufacturing and distribution operations in North and South America. Our clientele encompasses European and U.S. corporations from a broad spectrum of industries, with a concentration in capital equipment, engineering, machinery, electronics, high-tech components, medical equipment and other technically oriented products and services and their subsidiaries across the Americas.

Management personnel for these companies must be professionally qualified for the local markets as well as sensitive to the corporate needs of their international parent company.

JRB&Company applies a combination of methods to successfully identify and develop potential candidates:

Profile creation: The development of a detailed functional Profile, combined with a qualitative assessment of twenty key requirements, provides a common basis between project team and employer during the recruitment process

Process guidance: A project progression plan developed at the start of each recruitment search guides the project team throughout the evolution of the search process

Direct approach: A systematic process is used to identify and directly approach candidates in relevant industries and positions throughout the local markets

Database review: JRB&Company maintains a large and continuously updated proprietary database of managers with experience working with European companies in the Americas

Internet contacts: Selected internet contacts are utilized including active posting of positions

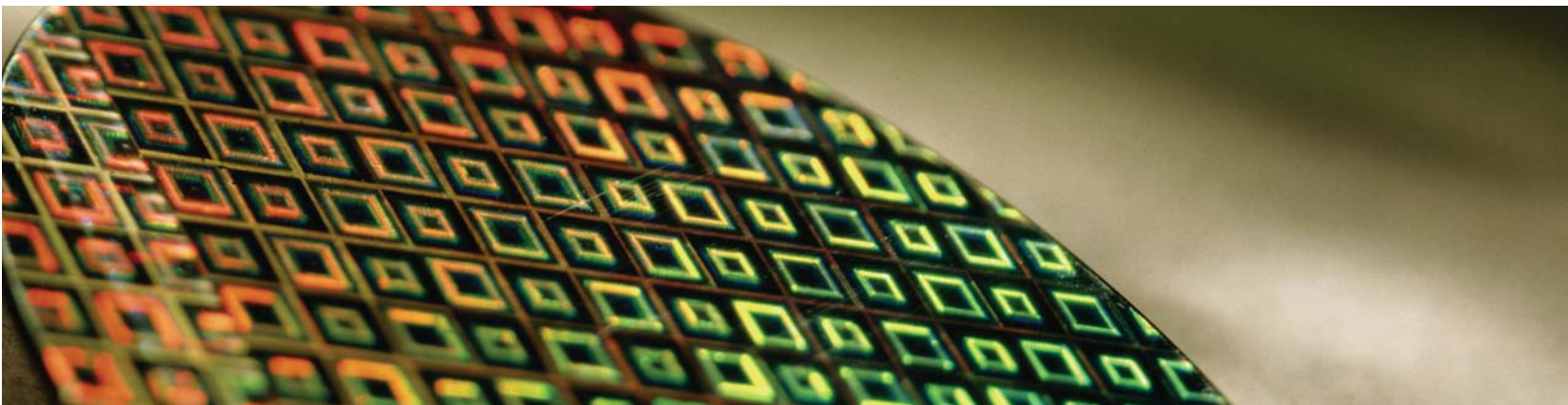
Advertisement placement: When appropriate, advertisements are strategically placed in selected publications

Underlying these procedures are JRB&Company's hands-on management experience and our practical, real world evaluation techniques. Each assignment is managed by a dedicated team, combining a senior level Project Manager and in-house professional research associates. Each assignment also receives individual attention by the principals of JRB&Company to ensure the identification and presentation of truly qualified management personnel.



Human Resources

“Our work is the presentation of our capabilities.”
Goethe



Human Resources Consulting

JRB&Company offers a range of human resources consulting functions.

Compensation & Benefits Advisory

JRB&Company is the leader in compensation and benefits advisory for subsidiaries of European companies in North America.

To be successful, companies need to attract and retain highly qualified and motivated managers. A well-planned and executed compensation and benefits plan is a key tool in the retention of management talent. This is even more critical for foreign corporations and their subsidiaries. A custom-tailored solution fitting the requirements of the specific industry segment and the needs of the company can make a crucial difference.

JRB&Company continuously tracks and reviews compensation and benefits developments for new placements of senior management personnel of European subsidiaries in North America. We provide specially tailored assessments to individual corporate clients. These evaluations serve our clients in a variety of industries as an invaluable planning and benchmarking tool.

We also review existing compensation programs, including short- and long-term incentives, benefits and retirement options, and provide advice and support in developing specific compensation packages.

JRB&Company publishes a comprehensive compensation and benefits study based on a statistically relevant number of interviews with subsidiaries in North America.

Management Assessment Services

The requirements for globally active corporations and their international management are unique.

To be successful, the international operations of such companies demand a high degree of cultural capability and empathy by their management personnel at the subsidiary and at headquarters - this is independent of their general technical and functional qualifications. The performance of a manager in a particular local home market is thus only a limited indicator of future success in an international environment or in some other unique cultural environment.

Mistakes, however, in selecting the appropriate candidate can be more damaging and longer-lasting for the company and for the particular manager than they would be in their home market. JRB&Company draws on the hands-on experience of its decades of management placements for international corporations in North and South America to assess the experience and talent of a manager selected, or in the development of an international assignment.

Board of Directors



“It is the set of the sails, not the direction of the wind that determines which way we will go.”

Jim Rohn

Board of Directors Consulting

The Board of Directors is a crucial instrument for the development and implementation of long-term strategies, controlling and support of management, and communication between the various stakeholders, the general public and the public interest agencies.

A well-structured and active Board is not only indispensable for a successful business, but is also an assurance for local and international partners (banks, suppliers, clients) and for current and future management personnel.

For the subsidiaries of international corporations, the Board of Directors is the center of communications, interactions, and control for the parent company.

Recent developments in markets across the continents have emphasized the need for a strong, well-organized, and active Board of Directors which includes representatives of the parent company and the local subsidiary as well as independent outside directors with experience in both cultural environments.

The demand on members of the Board of Directors of international subsidiaries is unique: to balance the global requirements of an international corporation headquartered overseas with the daily needs of the local operations of the subsidiary.

JRB&Company has the hands-on experience and a direct understanding of the particular requirements presented to these Directors from its own long work as members of the Board of Directors for such subsidiaries. This allows us to identify and select the best suited professionals for the Board of Directors of European subsidiaries in North and South America.

Our Board of Directors service group provides competent and confidential recruiting of outside directors.

JRB&Company's executives serve as members of the Board of Directors for a number of international subsidiaries.



Managing Partners



“Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion.”

Jack Welch

Herb Haessig

Managing Partner

After studying Engineering and Economics at Universities in Winterthur/Switzerland and Zurich/Switzerland, Herb joined Hilti AG, the leading manufacturer of power tools and fastening systems headquartered in Lichtenstein.

Throughout his nearly twenty-five years with Hilti, Herb was responsible for International Facility Management and Human Resources. After moving to the U.S. in 1990, Herb was Vice President of Human Resources for Hilti's U.S. subsidiary in Tulsa, Oklahoma.

Since 1998, Herb has been a Managing Partner of JRB&Company and manages the activities of the firm throughout the Mid-West, West and South from our office in Chicago.

Herb is a member of the Board of Directors of various German and Swiss subsidiaries in the U.S. He is a frequent speaker at conferences and seminars on international Human Resources and European-American Compensation issues.

Egon L. Lacher

Managing Partner

After studying Engineering, Sociology and Education at Universities in Munich/Germany and Berlin/Germany, Egon was named a professor of engineering at the National University System in Peru and trained post-graduate Industrial and Chemical Engineers.

During his work in Europe, the U.S., Mexico and South America for international companies from Germany (Mannesmann, LuK), the U.S. (Entegris, Nashua) and Japan (Riso), Egon's responsibility included such diverse functions as Operations Manager, VP Sales, CFO and General Management.

Since 2000, Egon has been a Managing Partner of JRB&Company and manages the activities of the firm throughout New England, the Mid-Atlantic and the South-East as well as Latin America from our offices in Boston and Miami.

Egon is chairman and director of various Boards of Directors for German and Austrian subsidiaries in the U.S. He is a frequent speaker at conferences and seminars on international Human Resources and General Management issues.

JRB & Company

Boston

The Centres at Burlington
67 South Bedford Street
Suite 400 West
Burlington, MA 01803
Tel. 781.229.5804
Fax 781.359.1829
jrb.boston@jrbechtle.com

Chicago

1211 W. 22nd Street
Suite 529
Oak Brook, IL 60523
Tel. 630.203.2120
Fax 630.572.1379
jrb.chicago@jrbechtle.com

Miami

2000 Glades Road
Suite 410
Boca Raton, FL 33431
Tel. 561.955.0012
Fax 561.955.0091
jrb.miami@jrbechtle.com

Frankfurt

Westhafenplatz 1
D-60327 Frankfurt
Tel. +49 (069) 710456.453
Fax +49 (069) 710456.450
jrb.frankfurt@jrbechtle.com