

JR BECHTLE & Co.

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

JR BECHTLE & CO.

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JR BECHTLE & Co. was founded in San Francisco in 1979 with the objective of assisting European subsidiaries in the U.S.

Since then, the firm has developed into a leading American executive recruiter. From offices in Boston, Chicago, and Miami, JR BECHTLE & Co. serves its clients throughout Canada, the U.S., Mexico, Brazil and other South American markets.

Our clients come from a broad spectrum of industries, with a concentration in capital equipment, electronic components and systems, medical devices, biotechnology, high-end consumer goods, and other technically sophisticated products and services.

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

Many subsidiaries of European and North American companies – even of larger corporations – are small to medium-sized sales-focused firms which require knowledgeable, realistic, and practical management recruiting support. With more than 30 years of experience, JR BECHTLE & Co. has proven to be an experienced partner for its clients.

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 operational needs of the local subsidiary operations. As chairman or member of the board for such subsidiaries, JR BECHTLE'S executives have developed an understanding of the particular requirements directors encounter. 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.

JR BECHTLE & Co. has a simple mission: to be a pragmatic, realistic and reliable partner for European and North American corporations and their subsidiaries in North and South America.

Services:

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

JR BECHTLE & Co. specializes in retained executive recruitment for companies with manufacturing and distribution operations in North and South America. Our clients encompasses European and U.S. corporations from a broad spectrum of industries, with a concentration in capital equipment, electronic components and systems, medical devices, biotechnology, high-end consumer goods, and other technically sophisticated products and services.

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 organizations.

JR BECHTLE & Co. applies a combination of methods to successfully identify and develop potential candidates:

Profile creation: The development of a detailed functional Project Profile, combined with a qualitative assessment of key requirements, provides a common basis between project team and client 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: JR BECHTLE & Co. maintains a large and continuously updated proprietary database of experienced managers working with European companies in the Americas.

Internet contacts: Selected Internet contacts are utilized including active posting of positions where expedient.

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

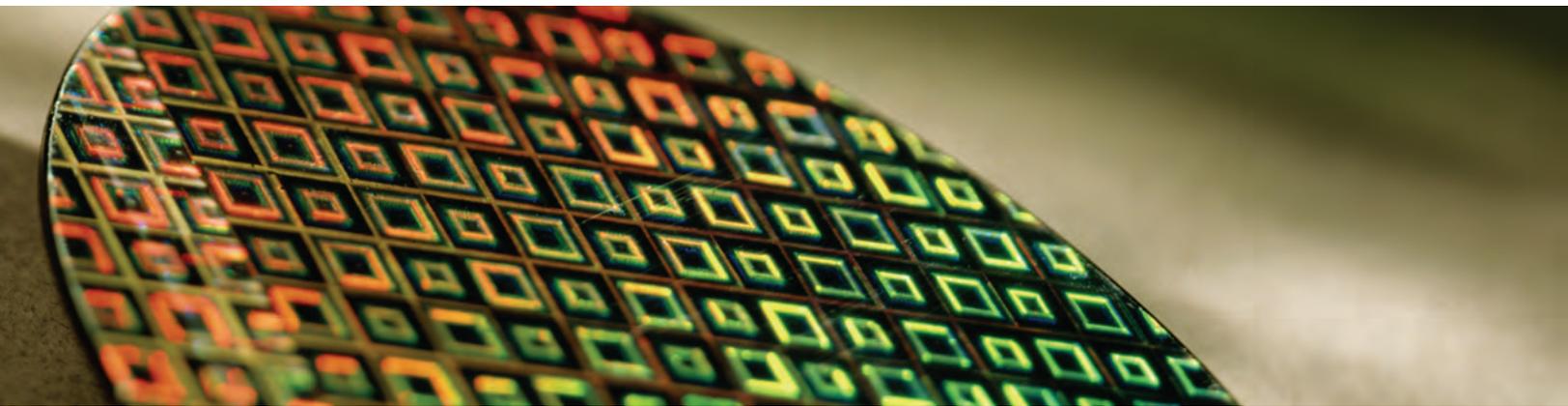
Underlying these procedures are JR BECHTLE's hands-on management experience and its practical, real world evaluation techniques. Each assignment is managed by a dedicated team combining an experienced senior-level project manager and in-house professional research associates. Each assignment also receives individual attention and coordination by one of the managing partners of JR BECHTLE & Co. to ensure the identification and presentation of well-qualified management personnel fitting into the corporate culture of our global clients.



Human Resources

“Our work is the presentation of our capabilities.”

Goethe



JR BECHTLE & CO.

Human Resources Management

Human Resources

JR BECHTLE & Co. offers a range of human resources consulting services.

Compensation & Benefits Advisory

JR BECHTLE & Co. is the leader in compensation and benefits advisory support for subsidiaries of European companies in North America.

To be successful, companies need to attract and retain highly qualified and motivated managers. A well-prepared 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.

JR BECHTLE & Co. continuously tracks and reviews compensation and benefits developments for new placements of senior management personnel by 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 are able to provide advice and support in developing specific compensation packages.

Assessment of Talent Management

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

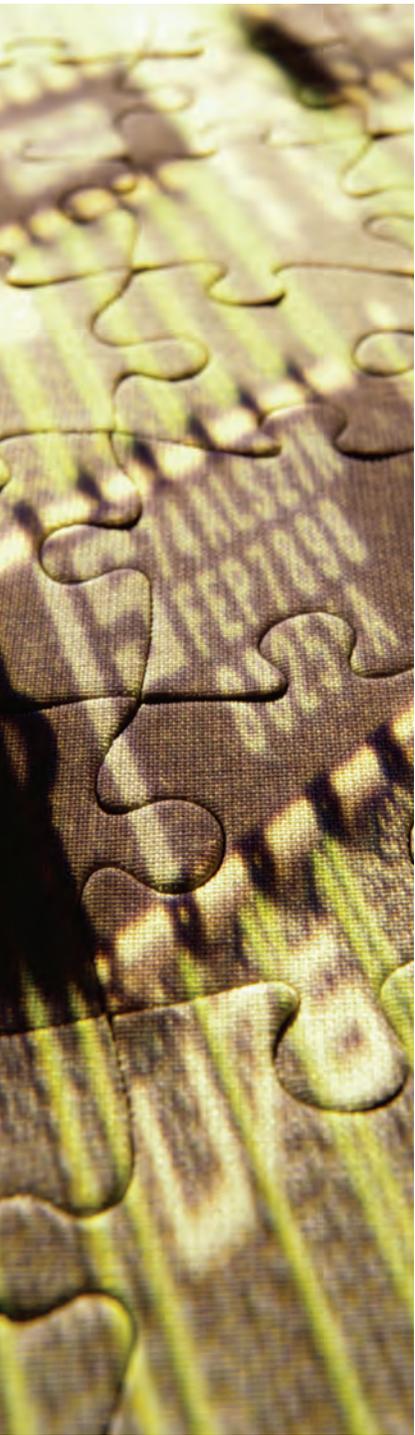
To be successful, the international operations of such companies demand a high degree of cultural competence and empathy by their management personnel at the subsidiary and at headquarters – independent of their general technical and functional qualifications. Consequently, the performance of a manager in a particular local home market is only a limited indicator of future success in an international setting or in some other unique cultural environment. Mistakes in selecting the appropriate candidate, however, can be more damaging and longer lasting for the company and for the particular manager than they would be in their home market. JR BECHTLE & Co. 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.

- Evaluation of top management
- Focused workshops for various management levels
- Definition of job profiles and development of optimal match between employee and position

Organizational Review

- Corporate organization and structure analyses
 - Management evaluations
 - Management workshops
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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 Recruitment

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 bodies.

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 as well as a critical advisor to local management.

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.

As chairman or member of the board for such subsidiaries, JR BECHTLE's executives have developed the understanding of the particular requirements directors encounter. This practical knowledge and experience helps to identify and select the best-suited professionals for the boards of European subsidiaries in North and South America.

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



Managing Partners



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

Jack Welch

Herbert Hässig | Managing Partner

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

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 JR BECHTLE & Co. 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 and Berlin in 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 headquartered in Germany (LuK, Mannesmann), the U.S. (Entegris, Nashua), and Japan (Riso), Egon held management responsibility in a variety of executive roles, including Operations Manager, Vice President Sales, CFO, and General Manager.

Since 2000, Egon has been a Managing Partner of JR BECHTLE & Co. 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 Board 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.





BOSTON

CHICAGO

MIAMI

FRANKFURT

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