



SANFORD ROSE ASSOCIATES®

EXECUTIVE SEARCH

Sanford Rose Associates® - Annapolis was established in 2001 to provide the highest level of professional recruiting services to the Specialty Chemical and Materials industries.

Building on the base knowledge of a 60-year history of continuous recruiting of a total of 150+ Sanford Rose Associates offices, a unique and highly differentiated candidate assessment and presentation process was developed, for the exclusive use by our search practice.

A highly experienced team of specialty chemical industry search professionals, each with over 15 years of search and/or hiring experience, proudly manage mid to senior level critical position search assignments with a process proven to be highly effective in producing the best and most highly qualified candidates.

Our diligently applied and continually improved search process has been in successful use for over 20 years. It continues to be highly complemented and praised by our dedicated client and candidate base. Many of our clients recognize and appreciate the value of our approach and as a result we enjoy an unusually high rate of repeat business and new client referrals - the source of more than 70% of our new clients and search assignments.



SANFORD ROSE ASSOCIATES® - ANNAPOLIS

Pete Norton | Managing Partner | panorton@sanfordrose.com

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“FINDING PEOPLE WHO MAKE A DIFFERENCE®”



AREAS OF EXPERTISE AND EXPERIENCE

SPECIALTY CHEMICALS & MATERIALS

- Additives
- Bio-chemicals
- Chemical Intermediates
- Excipients
- Fine Chemicals
- Organic Chemicals
- Petrochemicals
- Pine Chemicals
- Thermoplastic Resins
- Thermoset Resins

END-USE APPLICATIONS AND MARKETS

- Adhesives, Coatings & Sealants
- Composites
- Compound Blending
- Elastomers
- Household & Cleaning Products
- Performance Materials
- Printing & Inks
- Personal Care
- Specialty Films
- Tapes & Labels

FUNCTIONAL AREAS

- Applications Development
- Business Development
- EH&S
- General Management
- Marketing
- Plant Management
- R&D/Technical Services
- Regulatory Affairs
- Sales
- Supply Chain

GEOGRAPHIC REACH

- North America
- Canada
- South America
- Europe
- Northern Africa
- China
- Hong Kong
- Singapore
- Taiwan
- India
- Middle East

THE TEAM



Pete Norton

Managing Partner & Executive Search Consultant

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Starting with more than 25 years' experience working in both the specialty chemical industry (ExxonMobil Chemical) and formulated product industry (Bostik-formerly Findley Adhesives), Pete has been able to effectively leverage and combine an understanding of how two highly successful, global, industry leaders select, assess and hire top talent.

With the proven and successful recruiting, training and support capabilities of Sanford Rose Associates® International and Kaye Bassman International, whose current combined total revenues rank as the 9th largest U.S. search firm, a high performance, successful recruiting team has been developed that today proudly provides professional recruiting services at a level rarely matched and seldom exceeded in the chemical industry.

With over 20 years of chemical industry recruiting experience, Pete's direct involvement in each search assignment provides the opportunity to thoroughly understand and continually respond to client's unique and constantly changing needs and technologies. The competitive edge their unique process gives them when interfacing with candidates is especially evident in their ability to identify, compete for and attract top talent in the specialty chemical industry and in "Finding People who make a difference®"



Eleni Mioduszewski

Senior Lead Executive Recruiter

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Eleni has developed an in depth knowledge of the specialty chemicals industry with expertise in adhesives, advanced composites, polymer/plastics, environmental engineering, contract packaging, custom chemical blending and packaging, specialty materials distribution, aerospace and mining chemicals. She understands the clients and has a demonstrated ability to identify and cultivate candidates for a variety of functional areas globally and domestically.

Eleni is an excellent communicator and provides timely follow up for both the clients and candidates throughout the in-depth and thorough assessment process utilized by the entire team at Sanford Rose Associates® - Annapolis.

Eleni has over 17 years of dedicated recruiting experience with Sanford Rose Associates® - Annapolis. During this time period she has completed global and domestic search assignments for individual contributor roles and mid to senior level management positions including C-level roles. Recent examples of completed searches include:

- Vice President, Principal Management
- Director – Safety, Health & Security – global chemical manufacturing
- General Manager – global manufacturer of specialty high performance composite materials
- Director of Operations – manufacturer of protective footwear
- Global Account Management – global manufacturer and market of metal based chemicals



Tina Damron

Lead Executive Recruiter

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With over 15 years of full-time committed specialty chemical Industry recruiting experience with Sanford Rose Associates® - Annapolis. Tina has been continually recognized by our clients and candidates for her attention to detail, and thorough, timely and diligent communication. She has worked on and completed search assignments ranging from individual contributor commercial and technical roles to global senior level management opportunities. Recent examples of completed searches include:

- Vice President – Polymers, for a global polymer company
- Operations Director – for a diversified global chemical supplier
- Product Development Engineer – global supplier of specialty, high performance composite materials

She has developed broad networking contacts and has recruiting experience with a wide variety of markets and industries including adhesives, advanced composites, paints & coatings, plastics/polymers, resins, specialty minerals and aerospace for critical roles at manufacturers, distributors and relevant industry associations.



Leonard Sarkissian

Partner & Executive Search Consultant

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Leonard joined Sanford Rose Associates® - Annapolis after living and working overseas for the past ten years. He brings to the team a new dimension of experiences that in addition to the chemical industries spans a range of other industries, such as composites, packaging, the construction industry and FMCG.

Leonard has been active in working with clients and managing the Sanford Rose Associates® - Annapolis search process from beginning to successful conclusion. His area of special and unique recruiting and mentoring expertise is for expat and start-up projects, especially in China and the Middle East. In the process of setting up operations in these regions, he has recruited over 1,000 people of various nationalities for senior management, financial, operational and sales roles.

THE PROCESS

- In-depth interview(s) are conducted with the hiring executive, interview team members and HR professional to develop and understand the details of the expectations for the position, technical requirements, education and work experience, company culture and values – then confirmed in writing after client review, input and acceptance of the following “blue-print” documents – prior to initiating any active recruiting:
 - A detailed **Opportunity** or **Position Profile**
 - A position specific **Candidate Pre-work Assignment Questionnaire**
- During the search process - full utilization of:
 - In-depth interviews conducted by the Search Consultant and Lead Recruiter for each candidate finalists – many of them audio visual interviews
 - Highly focused and thoroughly documented confidential **Business Reference Interviews** – prior to on-site visits, conducted by the Search Consultant and Lead Recruiter
 - Co-ordinated, formal **Candidate Presentation Guidelines** – to be provided for each candidate Finalist for brief PowerPoint® presentations created by candidates and executed during on-site team interviews
 - Comprehensive **Candidate Presentation Portfolios** provided to all interview team members prior to candidates’ on-site interview. This will include an Executive Summary, candidates’ Confidential Resume, candidates’ completed Pre-work assignment Questionnaire, List of all Business References provided and 2 to 3 detailed Confidential Business Reference Interviews
 - **Detailed Salary History and Offer Recommendation** for final candidate(s) prior to an offer being made
- Separate, experienced, single point Sanford Rose Associate contacts for Client and Candidate (with back-ups for each) throughout the search providing added personalized, reliable and timely communications as well as frequent Search Summary Report updates.

All **bold items** are part of the documentation provided for every search and examples can be viewed our website link - <https://sanfordrose.com/annapolis/our-recruiting-process/>