



SANFORD ROSE ASSOCIATES®
EXECUTIVE SEARCH

KEMPf GROUP

Manufacturing ♦ Aerospace ♦ CNC Machining
Lighting ♦ Electrical/Electronic ♦ Metals



SANFORD ROSE ASSOCIATES – KEMPf GROUP

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“FINDING PEOPLE WHO MAKE A DIFFERENCE®”



HOW WE ARE DIFFERENT

Some of the attributes that make Sanford Rose Associates® - Kempf Group different are:

- 1 Over 30 years of experience in manufacturing within a broad range of industries
- 2 Over 12 years of experience creating strong organizations as President/CEO of manufacturing companies
- 3 Manufacturing experience with companies ranging from startup to Fortune 100
- 4 Broad functional expertise in:
 - Organizational Structure
 - Sales/Marketing
 - Operations
 - Quality
 - Finance/Accounting
 - Engineering
 - Human Resources
- 5 Broad technical expertise in
 - CNC Machining
 - Sheet Metal Fabrication
 - Powder Metallurgy
 - Welding
- 6 Extensive experience in aerospace, electrical/electronics, lighting, contract manufacturing and metals industries
- 7 100% dedication and commitment to client satisfaction
- 8 Unsurpassed level of integrity and confidentiality
- 9 Proprietary Dimensional Search methodology
- 10 Active engagement of the 80+ SRAI network of offices worldwide

ABOUT US

Sanford Rose Associates® - Kempf Group understands the need for “Finding People Who Make a Difference”. Our goal is to match your human capital needs with highly qualified individuals as quickly and efficiently as possible, with the end goal of enhancing your organizational capability.

Sanford Rose Associates® - Kempf Group is an independently owned and operated office of SRA International, Inc., an organization in its 50th year of offering executive search services. We specialize in placing leaders and professionals across many different industry sectors, including aviation, aerospace and manufacturing, leveraging our extensive knowledge and experience to identify the talent necessary to fill critical roles within your organization. Our proprietary Dimensional Search® process assures that we will find and recruit the talent that meets your professional requirements, and fits within the unique culture of your organization.

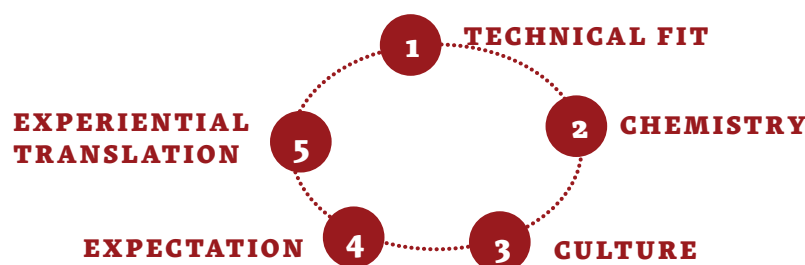
OUR PHILOSOPHY

- To partner with clients in “finding people who make a difference®” in a responsive, professional and ethical manner.
- To demonstrate that our niche specialization and experience makes a substantial difference in the quality and speed of placement.
- To create “win-win-win” relationships for all the key parties involved in the search process: Clients, Candidates and the Sanford Rose Associates® - Kempf Group team.
- To provide Clients and Candidates with the information necessary to make informed decisions
- To provide added value by sharing relevant industry information and by being your consultative partner.
- To adhere to high ethical standards and codes of conduct (Sanford Rose Associates® Owners Association and National Association of Personnel Services (NAPS)).

DIMENSIONAL SEARCH

Once potential candidates have been identified, in-depth interviews are performed to determine if all client requirements are met. In evaluating potential candidates, our search consultants utilize the Sanford Rose Associates Dimensional Search® process. This process facilitates the following:

- Match the candidate’s educational, professional and occupational skills to our client’s specific job requirements and needs.
- Confirm that the candidate’s past experience and successes will effectively contribute to achieving our client’s current and future goals.
- Verify that a candidate’s personal style will complement the corporate culture and will mesh well with the hiring manager’s personality.
- Evaluate the candidate’s long-term potential to take on additional responsibilities beyond the current needs.





Randy Kempf, President Sanford Rose Associates® - Kempf Group

Hiring top talent can be a challenging and expensive endeavor. It is imperative to select a search partner who you trust and who shares a similar background and experience - someone who can best understand your business, your culture and your objectives. Randy has invested over 30 years working in manufacturing companies of which the last 12 of those years he served as President/CEO. He has a unique understating of building strong management teams and assuring that each member of the team is a contributor. The acquisition of high quality talent is an ongoing process within any progressive organization. Randy's experience at hiring and building high performing teams provides the insight into the skillsets required to successfully meet the needs of a wide range of manufacturing organizations.

Prior to establishing Sanford Rose Associates® - Kempf Group, Randy undertook several executive level assignments in both turnaround and management transition situations. It was in these assignments where he reaffirmed his deep belief in hiring the best people for each position on his management team. This is the same philosophy he brings to his executive recruiting practice in working with clients and candidates. His experience includes the aerospace, contract manufacturing (CNC machining/sheet metal fabrication), powder metallurgy, welding and electrical/electronic industries. He brings this broad industry experience to his executive search practice and to the unique needs of an organization in discovering as well as presenting candidates as future key contributors to any organization.

“Been there, done that” aptly describes Randy's experience in finding and hiring contributors. It is this history that he brings to clients in helping build their organization. With his deep manufacturing experience, he can truly “talk the talk and walk the walk”, whether the client needs to add or enhance their sales, marketing, engineering, program or project management, operations, quality, finance or IT staff.

Randy lives in Texas, has two daughters and two granddaughters. He enjoys mountain biking, scuba diving, boating, woodworking and being entertained by his granddaughters.