



MRINETWORK™
MANAGEMENT RECRUITERS
OF OCEAN
BUILDING THE HEART OF BUSINESS™

PLACING QUALIFIED
CANDIDATES WITHIN
THE HEALTHCARE
BUILDING PRODUCTS
SOFTWARE AND
BIOPHARMA INDUSTRY

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HISTORY AND BACKGROUND

Founded in 1965, Management Recruiters International, Inc. (MRINetwork) is the largest search and recruitment organization in the world today. MRINetwork consists of more than 1,100 offices and over 4,500 recruiting professionals. Each year, MRI places 45,000 candidates in quality jobs.

Management Recruiters of Ocean, a member of the MRINetwork family, is dedicated to conducting comprehensive candidate searches which are customized to meet your specific hiring needs. We specialize in placing qualified candidates within the Healthcare, Construction and BioPharma Industry.

OUR SERVICE PHILOSOPHY

Clients choose Management Recruiters of Ocean because of the professional and ethical service we offer. Our goal is to develop quality, lasting relationships with our clients by continually providing the best possible service. We want our clients to view us as a partner, rather than a vendor, in fulfilling their human resource requirements.

WE KNOW YOUR
INDUSTRY

WE FOCUS ON YOUR
SPECIFIC HIRING
NEEDS

WE BECOME YOUR
PARTNER IN MEETING
THOSE NEEDS

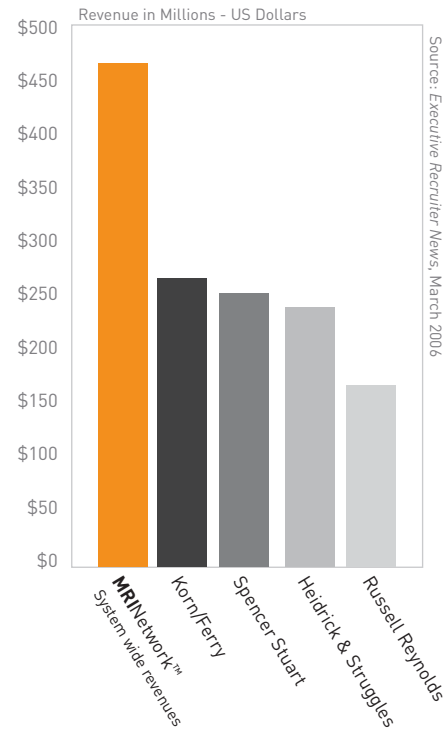
CLIENT FOCUS

Our search professionals are relationship driven. We believe that client interests come first, and we emphasize trust and confidentiality in our dealings with both clients and candidates.

From the outset, we work closely with clients to develop a clear understanding of their company, their values, their business goals, their market and their staffing needs. Because we listen first, we don't waste time later. We are dedicated to helping our clients make the best possible hiring decisions — whether they need to hire one key manager or staff an entire department.

PROVEN SOLUTIONS

As staffing partners with our clients, we know there are no simple formulas. We rely on research, determination and the expertise that comes from our focused industry knowledge. Because the people best suited for our clients' needs are not usually active job seekers — especially in today's candidate-short environment — we draw upon our network of contacts within the industries we serve to find the candidates that clients want to hire.





SEARCH & SERVICE OPTIONS

Planning & Research

We begin by defining the scope of the project and creating profiles for the positions to be filled. We work closely with you to customize the search based on your unique staffing needs and company culture. Management Recruiters of Ocean offers a choice of three unique search options: **Retained**, **Priority** or **Contingency** search.

RETAINED SEARCH

- Your Search Consultant commits the majority of his or her time to filling your position. At a minimum, two candidates who meet or exceed your requirements are presented within ninety days.
- Search coordinators are assigned to your project through its completion.
- Screening of candidates either in person or by video conference is available at your request.
- The fee is a percentage of the candidate's first-year earnings plus expenses.
- The first one-third of the fee is paid up front to bind the commitment.
- The second-third is paid at the time of the first candidate's interview.
- The final third is paid upon hiring of the candidate.
- You have a replacement guarantee of six months.

PRIORITY SEARCH

- Your search consultant devotes the majority of his or her time to filling your position.
- Screening of candidates either in person or by video conference is available at your request.
- You are given exclusivity of candidates.
- The fee is a percentage of the candidate's first-year earnings plus expenses.
- A portion of the fee is required upon commencement of the search.
- The balance is due upon hiring of the candidate.

CONTINGENCY SEARCH

- No financial commitment is required to initiate the search. There is no strong commitment on the part of the consultant or the client. The fee is a percentage of first-year earnings and is payable at the time the candidate starts employment.
- You have a replacement guarantee of 30 days.



MANAGING THE PROCESS

Initial Search

Conducting the initial search is only the first step in helping your company find the talent it needs to compete and grow. Management Recruiters of Ocean saves you time and money by managing almost every aspect of the hiring process including contacting, pre-screening and presenting candidates.

Candidate Contact

Once potential candidates are identified, we make contact with them on a direct, personal basis. This phase — possibly the most critical time of the search — is twofold:

Management Recruiters of Ocean becomes your spokesperson, representing your company in the same professional manner in which you would represent it yourself. We present the objectives, opportunities, responsibilities and advancement potential associated with the positions you need to fill.

We compare the qualifications of the candidates against the comprehensive profiles developed during the planning stage. Only when a strong mutual interest between you and the candidate is determined does the process continue.

Presentation of Candidates

Once our thorough screening process is completed and candidates have been evaluated, only the outstanding candidates are presented for your consideration. We also assist you in scheduling and monitoring the interview process with your management team.

The Decision and the Offer

While you alone make the decision on the best candidate for your organization, we can assist you during this critical phase. Reference checks provide you with invaluable information, which helps you make the right choice. We offer counsel and facilitate communications on salary terms, relocation and benefits. We also assist the candidate through the emotional process of resigning his or her present position and dealing with counteroffers.

Ongoing Relationship

Our goal is to provide your company with people who will contribute to your corporate goals and make a real impact on your organization. After the candidate is hired, we maintain contact with you and with the candidate to ensure that this goal is accomplished.

ADDITIONAL RESOURCES

VIDEO CONFERENCING – Communicate with potential hires anywhere in the world, without the expense associated with long-distance travel.

RELOCATION ASSISTANCE – Comprehensive logistics and coordination assistance that can make the relocation of your new hire easy and efficient.

WWW.MRINETWORK.COM – Offers articles for both client and candidates through our partnership with Careerbuilder.com and Monster.com. Over 3.5 visitors annually.

Our team of recruiting professionals has the industry knowledge, experience and dedication to find the top talent you need to compete in today's marketplace. They understand what makes a successful candidate and through daily interaction with key players in their specialty industries, are able to locate, screen and recommend exceptional candidates.
