

[Letter from the Editor]

Dear Friends:

Two and a half years ago I heard one of the most respected economists in the country tell a room full of CEOs that the economy was improving, and to go out now and hire good people before they all were snapped up. You could say that he was a futurist. But, we just recently saw a small company go through three full attempts before they could find a qualified, promotable recent college grad to accept a position, an event you would not have seen even six months ago.

Stock prices are no longer compressed, luxury residential remodeling has dramatically increased, high tech OEM distributors are reporting increased sales, and there is a new urgency to find key executives who can help companies hit aggressive goals. Executive hiring is up; some of our clients report plans to more than double their workforce this year. And yet, this is still considered a jobless recovery. It's akin to the joke about the difference between a recession and a depression: expect to have a challenging time finding the executives you need to run your company, but that your neighbor will still be out of work for a while.

Now that companies are looking forward with increased confidence, they are investing in strategy, leadership, bench strength, and technology to increase top and bottom line revenues. On the individual side, employees are reassessing their personal career strategic plans now that more jobs are available. Retention will become a major issue, and we will see a pull between managing to maximize the numbers, and managing for tomorrow's goals and growth.

Our integrated consulting services can help you win this tug of war.

This month, we would like to thank Laura Bartlett, SVP of New Business Development at ABD, for all her referrals, friendship, and support. We recently switched to ABD Insurance from XYZ Insurance, and they are so much better. I highly recommend them.

Take Care,
Valerie

Networking:

We are sponsoring a C-level biotechnology/pharmaceutical/medical device executive job search group that will meet in our offices. If your last title was VP or above at a company in this industry and you are willing to actively share leads and provide feedback, please contact Rich Butts, at rbutts@pacbell.net.

James Holland, Managing Principal of our Dallas office and former international HR executive at Philips Electronics, Texas Instruments, and WR Grace, needs executives in the Dallas/Fort Worth/Austin/Houston areas with whom he can connect. If you have any significant operations there and would be willing to arrange an introduction, please email James Holland at james@vfindco.com.

Executive Searches:

We encourage the following qualified candidates to contact us for current and future consideration: Board Director, CEO, IVPHR, VPHR, CFO, Controller, Sales and Marketing, VP of Business Development,

VP of Marketing, VP of Engineering, HR Director. Email your resume in MS Word format to recruiting@vfandco.com.

Current Searches:

Member, Board of Directors (Silicon Valley)

Experienced Director needed. Company is a successful, publicly held, emerging market technology manufacturer with global operations. Seeking an active, engaged, leadership-oriented board member with experience having served as a technology CEO and the time to fully participate as a board member. Up-to-date Sarbanes-Oxley and excellent corporate governance skills, along with experience helping a board increase their use of general board best practices are preferred. Email your resume in MS Word format to recruiting@vfandco.com.

Member, Compensation Committee, Board of Directors (Silicon Valley)

Company is a successful, publicly held, global networking/telecommunications firm. Seeking a leadership-oriented board member with in-depth executive compensation and performance management experience and the time to fully participate as a board member. Up-to-date Sarbanes-Oxley and excellent corporate governance skills, along with experience helping a board deal with compensation plans are preferred. Email your resume in MS Word format to recruiting@vfandco.com.

Vice President, Product Marketing (South Bay)

The Vice President of Product Marketing is accountable for the development, implementation, and maintenance of fundamental processes and plans for a semiconductor equipment company. Creating, maintaining and implementing marketing plans that support selling these products and the ability to clearly communicate and directly interface with customers to assess their needs is a primary responsibility. This role requires a technical competence to facilitate technologies and meet a specifically assessed business need and the skills to justify a business case for new products. Paramount is the ability to drive the execution of product lifecycle from Product assessment (Product Management) thru research and development to marketing (Product Marketing). Email your resume in MS Word format to recruiting@vfandco.com.

Vice President, Private Equity (Peninsula)

Vice President reporting directly to a Principal for one of the world's leading private equity firms. An outstanding track record in deal making (3-5 years) at a world class investment bank, venture capital firm or hedge fund, combined with exceptional academic performance from a top business school is required. Healthcare services a plus. Local candidates preferred. Email your resume in MS Word format to recruiting@vfandco.com.

Associate, Private Equity (Peninsula)

This Associate will work directly with the Partners for one of the world's leading private equity firms. Primary responsibilities include deal sourcing through directly engaging chief executives at prospective investment companies in the \$2-\$10M range as well as analysis and deal structuring on engagements. One to two years experience in investment banking in addition to summa cum laude or better at a top undergraduate school. Must have exceptional communication skills and internal drive. Email your resume in MS Word format to recruiting@vfandco.com.

Business Development Executive, Consulting Services (Peninsula)

For a boutique international consulting firm, the Business Development Executive will be responsible for direct and indirect sales of all services, business development efforts including new client acquisition as well as directing customer relationship strategies. The successful candidate will have the ability to communicate with the executive level community, particularly at the CEO level. Email your resume in MS Word format to recruiting@vfandco.com.

Recently Closed Searches:

Organizational Development Consultant (SF)
Manager, Compensation (Central Valley)
Director, Compensation (Sunnyvale)

Current Consulting Projects:

- Training program strategy and design
- Executive team assessment and development recommendations
- Board of Directors assessment
- Team building/communications with Board and executive team
- Executive team performance issues/adding someone under the Founder
- Executive team reorganization
- Executive team development
- Compensation function analysis
- International assessment centers for large-scale reorganizations