

Angott Search Group

Throughout the years, we have been recognized as one of the nation's premier providers of search and recruiting services. Let us tell you why.

Consistent Growth & Stability – Angott Search Group, located in Rochester, Michigan, opened in March of 1981 and has achieved the distinction as being one of the leading search firms in the nation. Our firm is owned and managed by Mark Angott, who has been with the organization since its inception. Founded on the principles of **honesty, integrity, and professionalism**, our office has attained an enviable, average annual growth rate of 7% over the past decade. We consistently rank in the top 10 nationally out of over 1,100 affiliated network offices, with 90% of our staff in the top 10% of the networks 4,700 recruiters.

Full Service Human Resources Provider – Whether your search is **Nationally or Internationally** in scope: **contract, contingency, or retained** in nature: ASG can provide a full range of search solutions. Our account managers specialize in a variety of industries and disciplines including the following:

- * Accounting/Finance & Advisory/Investment *
- * Administration/Human Resources *
- * Banking/Credit Unions/Financial Services *
- * Information Systems/Technology *
- * Insurance *
- * International Search*
- * Manufacturing/Engineering *
- * Sales/Marketing *

Our account managers assemble project teams consisting of project managers, coordinators and support staff to thoroughly and effectively service any needs their clients may have. We also provide professional, confidential interviewing facilities with on-site local, national and international videoconferencing capabilities.

Dedicated to Building & Developing Long-Term Partnerships – Angott Search Group is **committed to providing quality service**. We strive to become a partner with our client's management team. This dedication has resulted in a strong track record of success. We have been privileged to serve many of our clients for over a decade. As a result, over 75% of our business is generated from existing clients, including prestigious companies such as:

- ABN AMRO
- ALCOS
- AMCORE Financial
- Arthur J. Gallagher
- Burns & Wilcox
- Comerica Bank
- Conway, MacKenzie & Dunleavy
- Crowe Chizek
- Doeren Mayhew
- DTE Energy
- Frankenmuth Insurance
- GMAC Insurance Holdings
- HUB International
- LaSalle Bank
- Lear Corporation
- Meadowbrook Insurance
- National City Corporation
- Plante & Moran
- Pulte Homes
- Worldwide Facilities

Our Insurance Practice

Our Insurance & Financial Services Practice specializes in the Property & Casualty sales and business development channels for both commercial and personal lines of business. Clients in this practice include insurance companies, brokers and wholesalers.

Executive Management:

- President
- Chief Executive Officer
- Chief Underwriting Officer
- Chief Operating Officer
- Chief Marketing Officer
- Product Development Officer
- Chief Financial Officer
- Chief Sales Officer

Sales:

- Producers
- New Business Originators
- Field Sales Manager
- Brokers
- Area Sales Manager
- Regional Sales Manager

Underwriting:

- Underwriting Managers
- Production Underwriters
- Underwriting Supervisors
- Product Development Specialists

Marketing:

- Marketing Directors
- Field Marketing Managers
- Marketing Managers
- Director Branch Development

Human Resources:

- Vice Presidents
- Training Managers
- Recruiting Managers
- HR Generalists
- Benefits Managers
- Compensation Managers

Claims:

- Claims Managers/Supervisors
- Sr. Claims Adjusters

Advertising:

- Director of Advertising
- Advertising Managers
- P/R Managers
- Creative Directors
- Marketing Research Managers
- Communications Managers

Accounting & Finance:

- Director of Finance
- Controllers
- Finance Managers
- Credit Managers

Customer Service:

- CSR's
- ASR's

Our Insurance Team

Mark R. Angott, President

Mark graduated from Michigan State University with a degree in Accounting and spent five years as a controller with a mid-sized company. In 1981, Mark joined Management Recruiters of North Oakland County (MRNOC) ultimately becoming the organization's owner and president in 1990. He renamed the company "Angott Search Group (ASG)" in 2003 due to the firm's overwhelming growth and success. Mark has specialized in recruiting for the banking and financial services industries and has been recognized numerous times as a top producer and billing manager in the MRI organization.

Kimberly A. Fous, Managing Director

Kim joined Angott Search Group in 2004 to head up the Insurance and Financial Services Practice. Prior to joining the firm Kim spent 20+ years on the company side of business in Senior Human Resources Executive roles. She has a long history of strategic and operational impact relative to Talent Acquisition and Human Resource Development. Kim has proudly represented powerhouse companies including: Federated Department Stores, Coca-Cola USA, and Borders Group Incorporated. During the most recent decade Kim has targeted her work within the Insurance Industry. She opened an Agency for Nationwide Insurance and two years later was promoted to Sales Manager with that company. She has also served as the Director of Human Resources for Amerisure Insurance a Commercial lines carrier. Kim graduated from the University of Michigan, Ann Arbor with a Bachelors degree in Communications. She resides in Fenton, Michigan where she is very involved within the community serving on various boards and within many volunteer organizations.

Krystn E. Clark, Search Consultant

Krystn joined the Insurance and Financial Services division of Angott Search Group in 2005. She attended the University of Cincinnati. Krystn's prior work experience was with Fidelity Investments in the Institutional Division. As an Implementation Project Manager, Krystn partnered with company decision makers to create, implement, and transfer retirement plans over to Fidelity. Krystn's typical book of business averaged 20 companies with over 250 million in assets. One of her key objectives was to develop the relationships to a very high level within a short period of time. Krystn then successfully and strategically turned over these retirement plans for ongoing management to a Relationship Manager.

Wallace A. Rutkowski, Search Consultant

Wallace joined the Insurance and Financial Services Team in 2005. His educational experience includes a Bachelors Degree in Sales and Business Marketing from Western Michigan University and an MBA from Walsh College with a concentration in Human Resources. Wallace's prior work experience was with Bank One/Chase as a Branch Manager and Nextel Communications as a Retail Sales Manager. As a Branch Manager, he deepened customer relationships while focusing on the overall success of the branch. He also obtained his Series 6, 63, and Life/Health Licenses to better serve his customers with their financial goals.

Marketing & Research Departments

Our Mission

The mission of Angott Search Group is to be the **premier provider for search and recruiting services.**

This mission will be accomplished through creating partnerships with our candidates and client companies where we, through an in-depth understanding of their needs, priorities, and expectations, will assist them in achieving their business and financial goals. These partnerships will be created and maintained by adhering to the highest standards of **professionalism, integrity, and quality.**

Angott Search Group is committed to open and honest communication with our clients in order to remain sensitive to their ever-changing needs and requirements. We shall always strive to deliver state-of-the-art technologies and innovative strategies, which together will result in **complete client satisfaction and successful, long-term professional relationships.**

Our Search Process

Conduct Initial Client Consultation

During this initial meeting, we review the client's organization, culture, industry, and other pertinent information.

Complete Search Profile

We gather all information necessary to prepare a complete job description.

Initiate Plan Through Networking and Recruiting

We then proceed with an exhaustive exploration of our various sources to identify potential candidates who meet the criteria of our search profile.

Profile and interview Candidates

Potential candidates who match our profile are first telephone screened and then thoroughly interviewed. During these interviews, we assess each prospective candidate vis-à-vis the search profile, exploring their compensation requirements, career goals, and interest in the position.

Select Most Qualified Candidates

After profiling and evaluating numerous candidates, we select the most qualified.

Present Candidates to Client

We then introduce and review these candidates with our client. Complete resumes and written profiles of each candidate are furnished.

Schedule Interviews

Initial interviews are scheduled with our client to meet the recommended candidates. At this time, we assist our client in preparation for the interviews.

Interview Follow-up with Candidate(s) /Client

We follow up with each candidate - and then our client - to ensure that all questions are identified and resolved.

Provide Thorough References

Comprehensive, in-depth reference information is obtained, giving special attention to areas identified by our client.

Schedule Second Interview(s) for Final Candidate(s)

Subsequent interviews are coordinated.

Interview Follow-up with Candidate(s)/Client

We again follow up with each candidate - and then our client - to probe any other possible concerns or questions which need resolution.

Select Final Candidate

We conduct a final review with the client to assist them in selecting the candidate of choice.

Employment Offer Developed and Extended by ASG and/or Client

Our account manager aids in structuring a compensation package and any other components of the employment offer. We also act as a facilitator to resolve issues such as relocation, benefits, severance agreements, etc.

Assist Candidate with Career Transition

We help the candidate compose a resignation letter, counsel on the implications of a counteroffer, and assist with relocation, if needed.

Continual Follow-up

We periodically follow up with both our client and their new employee during the first several months after the completion of the search. Our intent is to ensure a smooth transition and long-term relationship for both the candidate and the client resulting in the client again engaging Angott Search Group for further search assistance.

