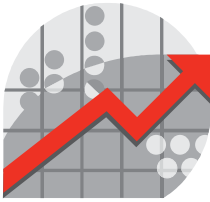




The SBA Search Professionals

PROFESSIONAL * ACCOUNTABLE * RESPONSIVE

www.SBAHeadhunters.com



Gordon Hughes & Associates

...has earned a reputation in SBA search that is unsurpassed in the search industry. Possessing over 25 years of search experience, a database of over 25,000 active candidates and professional contacts and an experienced research staff, Gordon-Hughes & Associates has become the leading search firm in the SBA market with particular focus on:

- *Executive Management*
- *National & Regional Sales Managers*
- *Business Development Officers*
- *Underwriters*
- *Senior Closing Specialists*
- *Workout/Liquidation Management*

Whether the assignment is to satisfy a critical search initiative, conduct highly confidential and sensitive searches or identify and attract key industry professionals, Gordon-Hughes & Associates will provide unparalleled service.

We have also developed particular expertise supporting our clients' business strategy of continually upgrading underperforming business development personnel within their organization.

As a result of years of industry focus and specialization within the SBA lending market, our firm has developed deep knowledge, insight and expertise within this critical commercial lending segment.

Since time is generally of the essence, our average time engagement to fulfillment is 31 days.

Gordon-Hughes & Associates has become a valued business partner to many of the top 50 national SBA lenders.

SERVICES

Gordon-Hughes & Associates offers three distinct levels of search and recruitment. Depending on the urgency, criticality and confidentiality of a client's staffing requirements, one of the following options will apply:

✓ CONTINGENCY SEARCH

This is the standard bearer in our industry. Simply stated, no fees are paid unless you hire a candidate referred by Gordon-Hughes & Associates.

✓ RETAINED SEARCH

When the search requires a high degree of confidentiality, urgency and broad market coverage, retained search may be appropriate. This represents the highest level of service provided by Gordon-Hughes & Associates. We apply all of our resources to the project and dedicate a team of professionals whose only function is to complete the assignment.

✓ ENGAGEMENT SEARCH

Gordon-Hughes & Associates created this hybrid service offering to provide our client base an option between contingency and retained. Engagement search requires partial funding in advance and is given high priority by our consultants. It is viable when the search is for urgent and critical positions and requires immediate action.

✓ ADDED VALUE SERVICES

Search and recruitment is our primary focus but not our only expertise. We can assist with other business issues:

- *Develop Strategic Staffing Plans*
- *Design and Implement Candidate Interview and Selection Programs*
- *Consult for Industry Compensation Trends and Competitive Analysis*
- *Provide Career Transition Services for Downsized Personnel*

Whatever your needs, put Gordon-Hughes & Associates to the test. *We welcome the challenge.*

CONTACT INFORMATION

We encourage you to contact us if you have any questions or need assistance with your specific career or staffing needs. We look forward to speaking with you personally to discuss opportunities or our firm's service offerings.

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