



WSS EXECUTIVE SEARCH



DIVERSITY. DELIVERED.

WSS Executive Search

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An Organization's Success is Created by its People.

Finding the best candidates for the job can be an enormous challenge. The task is even greater if you lack key relationships and critical tools, such as access to insider networks and proprietary databases. Without these resources, it can be extremely difficult to communicate and engage with executive level talent. That's why you need WSS Executive Search.



We Have Been Promoting a Culturally Diverse Workplace for Over Two Decades.

Successful companies don't just embrace diversity — they leverage it for greater business success. As a pioneer in inclusive recruiting practices, WSS was here long before major search firms were pledging a diversity approach to satisfy their clients' needs. While the push for diversity is an ongoing effort within many companies, finding the best women and diverse candidates continues to pose a tremendous challenge. WSS offers a strong specialty in women and diverse executive placement and we are proud to be the talent solution provider to your individual hiring needs.

From Relationships Come Candidates.

At WSS Executive Search, one of our specialties is providing you with an exclusive and highly qualified applicant pool. Years of experience have allowed us to cultivate a nationwide network of hidden, quality talent. By continuously building relationships within this network, we provide top-tier candidate choices that fulfill the desired skill set you require matched with the right culture fit for your organization.

WSS is a retained executive search firm that offers a national reach with a boutique feel. We pride ourselves on delivering the highest level of personal service to each and every client. Whether you need to modify an existing group or diversify your C-Suite or Board of Directors, we will provide the talent necessary to reach your goals.



WSS Executive Search At a Glance

Organizational Focus

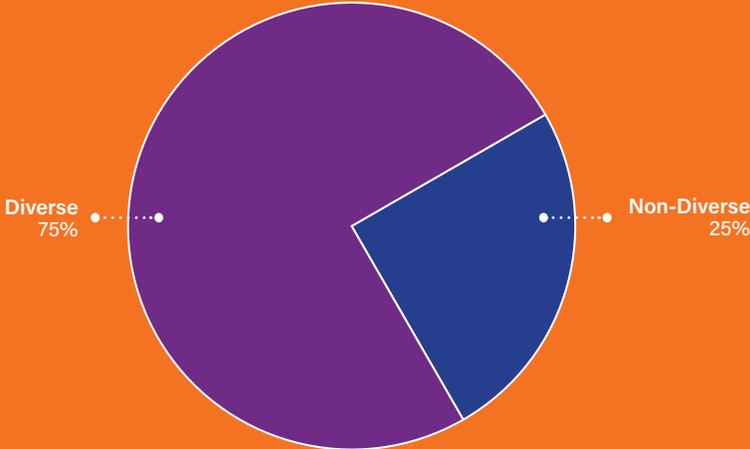
- Senior Leadership Roles
- C-Suite Executives
- Board of Directors

Industries

- Financial Services
- Consumer Products & Goods
- Technology
- Sports, Entertainment & Media
- Manufacturing
- Hospitality
- Non-Profit / Education
- Healthcare
- Startups

Search Assignments

Diverse vs. Non-Diverse



Our Clients

WSS has worked with a wide variety of clients ranging from startups and large corporations to Fortune 500 companies and Boards of Directors. WSS's client spectrum over the years has included numerous recognizable names.

A Short List of Our Representative Clients Include:

- AAA NCNU
- Ally
- Amazon
- Aqua Technologies
- AT&T
- Citigroup
- Discover Financial Services
- ESPN
- Golden One Credit Union
- HealthSouth
- LPGA
- The Leonard Group
- Metlife
- Merrill Lynch
- Morgan Stanley
- NASCAR
- New York Life
- Proctor & Gamble
- Reebok
- Stryker Medical
- Zions Bancorporation

Strong Teams Need Women Executives.

Professional, experienced women, are highly sought after for executive positions in almost every industry today. Research shows women make great leaders, are respected as managers, and consistently build successful teams.

Today's women executives are changing their companies — and the global community — for the better. But, while women are building successful and lucrative careers at the highest level in many companies, we still have a long way to go. WSS is at the forefront of sourcing and placing senior level women in key management roles.

Driving Success Through Diversity.

Diversity recruitment is one of the hottest business issues in corporate America today — and for good reason. The ethnic makeup of our country is changing at a rate faster than anyone anticipated. Aware of these changing demographics, many corporate front-runners established diversity initiatives back in the mid-90s.

Two decades later, WSS continues to lead the charge in executive level diversity recruitment.

The financial rewards of appealing to an increasingly diversified customer base are significant. Women purchase 70 to 80% of all products; African Americans spend nearly \$500 billion each year on goods and services, and Hispanics are the fastest growing consumer group in the United States.

Adding Value to Your Board.

We pride ourselves on the integrity of our process. Board of Director executive placement is a specific discipline requiring a specialized approach. Before the search begins, we work with our clients to understand the needs, objectives and the culture of the board. Then, by tapping into valuable long-standing relationships within our network, as well as exploring other avenues of board level talent, we are able to provide our clients with an exceptional, diverse slate of candidates.

Our commitment to high standards of excellence and professionalism are key elements of our recruitment process and assessment services.

“According to industry research, gender diversity positively correlates with a larger workforce, better innovation and increased business performance.”

National Center for Women & Information Technology

Additionally, 85% of lesbians and gay men are more likely to purchase products and services from companies they see in LGBT media.

WSS understands that recruiting a diverse workforce is not about filling a quota or running targeted ads. True diversity starts with an organizational mission to recruit a variety of outstanding people with differing backgrounds, skills, ideas and cultures including veterans, candidates with disabilities and the aging population.

Regardless of the skill set, diversity focus and your culture needs, WSS can help. Challenging searches are where we truly excel.

“With calls for greater equality, diversity and impartiality in the boardroom, and a limited number of key executives available to take on peripheral roles, many boards are reaching out for new and exciting diverse candidate pools.”

Executive Leadership Council



Partner with WSS

We invite you to call us to discuss your hiring needs and diversity initiatives. Whether it is an executive search assignment, pipeline development project or board appointment, WSS looks forward to hearing from you.

TEL 714.848.1201

WSS



"Few will debate that inclusion — and the diversity of thinking it brings to business challenges — creates real shareholder value."

Executive Leadership Council

What Makes WSS Executive Search Different?

1

We Build and Maintain Relationships.

At WSS, we take the time to get to know you, your company operations, culture and leadership so we can provide you with precisely the right talent. Combine that with our experience, relationships, industry resources and nationwide database, and you've found a long-term search partner.

2

We Provide a Unique Applicant Pool.

We recognize that your company has distinctive hiring needs. Whether you need a female leader, diverse executive, professional athlete, board member or a specific type of skill set, we have the network and the determination to find the best candidates. We cast a wider net, digging deeper in a talent pool that is often limited and difficult to find.

3

We Provide Incomparable Client Service.

For us, it's all about relationships, which is why you can expect a personal commitment to excellence from each member of our team. We take your search seriously and will be relentless in finding you the very best candidates for the job.

4

We're Committed.

Our values are exactly the same today as they were when we started our company two decades ago — passion, reliability, impeccable client service, integrity, and the drive for excellence. These values will continue to be at the core of everything we do to help our clients build the best leadership teams in the world.



WSS Executive Search is a WBENC (Women's Business Enterprise National Council) certified women-owned business, founded on the highest of standards.



WSS



WSS. The Story Behind the Source.

Building great teams and recognizing niche market opportunities is not new to WSS. In 1995, Becky Heidesch founded WSS, focusing primarily on women candidates in the sports industry. Over time, Heidesch grew WSS into one of the longest-standing women's sports businesses in the country, offering a variety of services including sports marketing, consulting, career management and job placement.

In 2003, Heidesch created WSS Executive Search, the placement arm of WSS, to expand and meet the unique and growing hiring needs of the firm's clients. WSS Executive Search continues today with placements extending into financial services, technology, consumer goods, hospitality, and other private industry and non-profit roles.



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