

**EXECUTIVE
DIRECTIONS**

R.E. RICHARDS INC.

**PINNACLE
INTERNATIONAL**

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About Executive Directions & Pinnacle International

- **Executive Directions** is a retained executive search firm, specializing in “Team Building” and “Strategic Staffing”; strategies that provide high value-added staffing advantages to companies served.
- **Pinnacle International** is a contingency recruiting and professional interim / staffing company, which provides managerial and professional talent to companies served.

Competitive Difference

- Together, Executive Directions & Pinnacle International provide a single source or one-stop-shop for all of their clients’ exempt professional managerial and executive staffing needs, which is appealing to employers. Executive Directions & Pinnacle International become strategic partners with their clients, as demonstrated by a repeat business factor consistently exceeding 85%.
- Search industry competitors tout 120-130 day search completion time-lines. Whereas Executive Directions and Pinnacle International average 79 days to completed search.
- Competitors headline 85% one year stick ratios, while Executive Directions and Pinnacle International average an 85% three year stick ratio.
- Executive Directions & Pinnacle International have consistently maintained an interview-to-hire ratio of 2.4 to 1. Clients only need to interview 3 or less candidates to make their final hiring decision.
- Executive Directions & Pinnacle International work with and among specifically targeted market segments, empowering them to have knowledge of and access to deep and broad pools of talent within each market.

The aforementioned competitive differences result in clients being able to make hiring decisions in less time, with less expense, of candidates who stick with them longer by using Executive Directions & Pinnacle International.

Practice Specializations / Markets Served

- Automotive Systems & Components
 - Plastic Molding & Assembly
 - Resins, Compounds, & Converting
 - Packaging & Converting
 - Network Security Services & Machine Safety
 - Private Equity & Board of Directors
 - Horticulture & Arboriculture
 - Automation
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Contact Information

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