

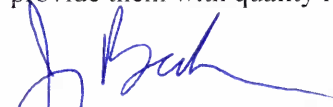
Robinson Rubber Products Co., Inc. (RRPCo.) has had a long, successful business relationship with Paul Boyle and Executive TalentHunt, Incorporated (ETI). I have retained Paul to find, recruit and secure several key leaders for my company. Working together through these years, we have secured RRPCo.'s Operational/General Manager, Sales and Marketing Vice President, Quality Assurance Managers, Engineering Manager, and Head Estimator. Paul's retained search process has also helped us find replacements for the talent he placed within our organization over ten years ago. I view ETI essentially as RRPCo.'s succession plan, which has enabled our organization to continue to grow and evolve, even through recent difficult economic times.

In my opinion, ETI is successful because of their rigorous adherence to a systematic, detailed process that is well-refined and proven over many years. This process has drawn to RRPCo. the best talent in the rubber industry, those who could "hit the ground running," bringing with them the industry knowledge and access to business relationships that helps improve our bottom line. ETI's process has worked at all management, executive and technical levels, and ETI stays active with us until we are certain of our satisfaction and success.

No matter what search is required, ETI's retained search process remains the same. And their process works to provide us with the solution to our staffing needs. Much like our business, ETI's success is not the result of luck, but rather of working their process until they develop the solution.

Another thing I like about ETI is that their fees are not contingent on the candidate's agreed-upon salary, but are based instead upon a fixed flat rate. This gives me the assurance that their focus is on the right fit, not the most expensive candidate. And I appreciate that, as a client, I have a one year guarantee of successful fit. That confidence and commitment for a good outcome speaks volumes for the strength of ETI's process.

ETI is my search firm of choice because they are committed to helping RRPCo. and the candidates reach truly Win-Win relationships; this establishes the right foundation for the growth of our business and our entire team. Each search assignment with ETI has resulted in a win for us, as their client, for the candidate, who joins a winning organization, and for our clients in the industry who depend on RRPCo. to provide them with quality rubber solutions!



Jay Beck
President
Robinson Rubber Product Co., Inc.