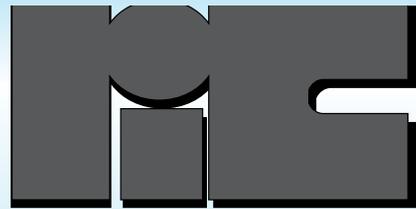


**YOU NEED MORE THAN A RECRUITER**



**YOU NEED R.I.C.**





**R.I.C. Executive Search**

*Since 1975, Always Better*

*“Leaders fail from arrogance, egos and insensitivity.  
Leaders excel when they inspire others to do great things.”*

President/Founder, R.I.C. Executive Search, Tom Welch

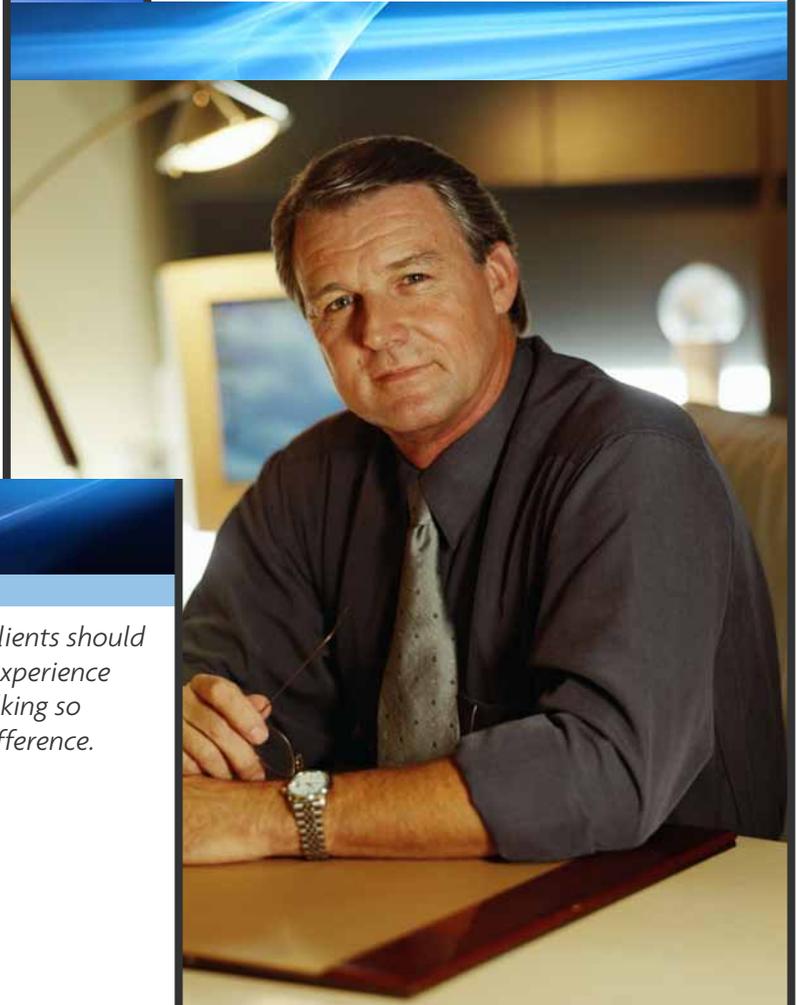


Finding extraordinary executives who can increase profits, decrease turnover and make you look like a hero is easier than you might think and... You don't need a recruiter!

**YOU NEED MORE THAN A RECRUITER.**  
**You need a strategic business  
thinker with a unique  
understanding of leadership,  
success and peak performance for  
individuals and organizations....  
who just happens to be in the  
executive search business.**

*“R.I.C. brings so much expertise to the table. Your clients should be very proud of your association with them. My experience with you and your team has been phenomenal. Talking so openly with an expert like yourself made all the difference. Thanks for all your support.”*

Chief Information Officer, North America  
Burger King Corporation



**YOU NEED MORE  
THAN A RECRUITER.**

You need a partner who excels at finding, assessing and influencing superior performance leaders.

Someone with a keen understanding of what drives and motivates human behavior.



*"I've heard horror stories about using a retained executive search firm for a non-profit search. You were the complete opposite of everything I feared. You presented four candidates and I could have hired any one of them. They were all that good. It's a great feeling to know who we are going to use for our next two executive hires."*

Executive Director  
Non-Profit

**YOU NEED MORE  
THAN A RECRUITER.**

You need a partner who is as passionate about your business as you are. A partner brimming with trust. One who cares, really cares about you and your organization's success.



*“All four candidates were excellent and, by the way, each of them told me during the interview that they had never dealt with a firm like R.I.C. who conveyed our story with such passion.”*

Vice President/Chief Information Officer  
FORTUNE 125 Company

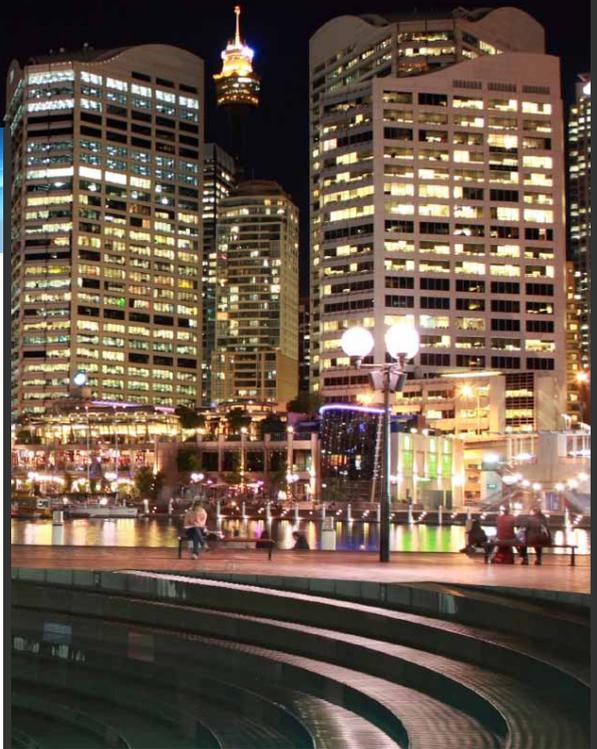
**WHY R.I.C. WILL HELP YOU HIRE YOUR HIGHEST ACHIEVERS.**



BECAUSE we are strategic business thinkers who know markets, cultures, customers, revenues, profits and people.

*"Feedback from everyone has been very positive. What is particularly noteworthy is the level of commitment that you have displayed to support our team and organization. I really do not think we would receive or could expect to receive this type of support and commitment from any other organization charged with the same responsibility. You have demonstrated a great willingness to go above and beyond."*

Division President  
Corporate Express



BECAUSE we help you  
to precisely define your  
need through our exclusive  
superior performance  
analysis.

BECAUSE we have a  
unique understanding  
of human behavior,  
leadership, success  
and peak performance  
for individuals and  
organizations.



*"Search firms like yours do not exist. Your level of follow through every step of the way has been beyond impressive. It is no wonder why so much of your business is repeat or referral related. That's how I found you and now it's obvious to me why you were referred."*

Director, Human Resources  
Gap, Inc.

BECAUSE we excel at assessing superior leaders.

BECAUSE we are astute judges of people who can uncover the core essence of an executive...talents, skills, traits, interests and values.



*"This was the most positive experience I have had with a search firm. You are so thorough and so professional. You made the entire process so easy. I'm excited about our next opportunity to do business together."*

Director, Human Resources  
Best Buy, Inc.

*"Your company is absolutely superb."*

Chapter President  
Society of  
Human Resource  
Management



**BECAUSE** we  
engage leaders better  
since we also coach  
and guide them on  
strategy, structure,  
culture and execution.

**BECAUSE** we know how to pick the stars.

BECAUSE  
we influence  
better as  
we tell your  
story with a  
passionate  
enthusiasm.



BECAUSE we only  
partner with a select  
number of clients and  
our goal is to find, assess  
and influence executive  
talent better than  
anyone else.

*"I will always fall back on what you and your fine enterprise has to offer. The choices for quality folks like you and your team are few indeed."*

President  
FORTUNE 250, High Tech Company

*"Every aspect of the search was perfectly done. You responded quickly with excellent candidates. Every candidate you presented was very impressive. It's obvious that you really care about me and my requirements. I don't get that kind of attention from the big executive search firms where I'm just a number."*

Vice President  
DHL Express



**BECAUSE R.I.C. is a small,  
highly-responsive firm  
where you get owners, not  
recruiters...owners who truly  
care about your interests.  
Bigger is not better.  
Better is better.**

*"Jason...thank you so much for your support and help throughout the past few years. You and your team have come through for us over and over again."*

Vice President  
AutoNation, Inc.

**BECAUSE we relish trust,  
integrity and reliability.**

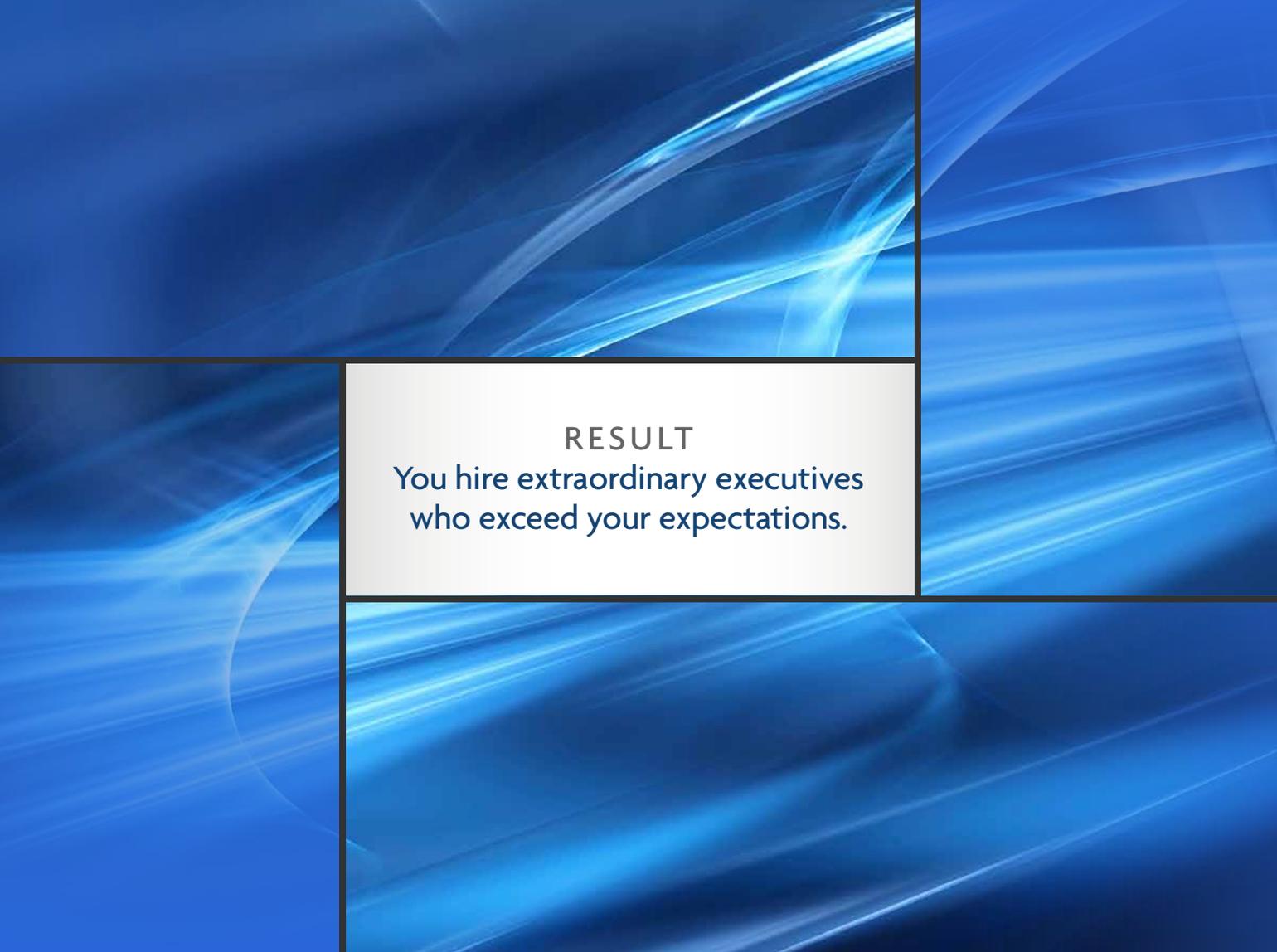


*“Jason, you and your team were great to deal with – and by far the classiest and most professional of all the search groups that I have dealt with in my career. I have nothing but appreciation and respect for you.”*

Vice President/Treasurer, FORTUNE 250 Retailer

*“I would like to introduce you to an excellent headhunter and the most honest and forthright guy you’ll ever meet. His name is Tom Welch and he is the founder and president of R.I.C. Executive Search. Tom has done a lot of search work for us over the years and he is one of the best. I am happy to give Tom my unqualified and enthusiastic recommendation.”*

Vice President, Human Resources  
Diversified Medical Group

The background of the slide is a vibrant blue with dynamic, glowing light streaks and curves that create a sense of motion and energy. A central white rectangular box is positioned in the middle of the slide, containing the text.

## RESULT

You hire extraordinary executives  
who exceed your expectations.

## Company Overview

R.I.C. has been helping clients find and keep extraordinary executives since 1975.

- Because talent is the driver of success, we guide our partner clients to peak performance through retained executive search, executive coaching and leadership/organizational consulting.
- Because we continuously enhance our knowledge of human behavior, leadership and success for individuals and organizations, our clients get a unique value seldom found in our industry.
- Any search firm can find candidates. We find, assess and influence superior performance leaders who take our clients to the next level.
- We assure that our clients attract and retain the best of the best. We are committed to doing it better than any one else.

*“R.I.C. is a highly regarded small firm.”*

Directory of Executive Recruiters

## Recent Searches

- CEO
- Chief Marketing Officer
- Chief Information Officer
- Chief Development Officer
- Senior Vice President Merchandising
- Vice President Business Development
- Vice President Operations
- Vice President Research
- Vice President Investor Relations
- Vice President/Treasurer
- Vice President Safety
- Vice President Industrial Computing
- Vice President Sales
- Controller
- Senior Director Risk
- Director Information Technology

## Industries

- Aerospace/Defense
- Automotive
- Energy/Utilities
- Finance
- Healthcare
- Life Sciences
- Manufacturing
- Non-profit
- Retail
- Technology
- Transportation and more

## JASON T. WELCH

Managing Partner  
R.I.C. Executive Search  
561.736.4996  
jwelch@ricsearch.com  
www.ricsearch.com



# Jason T. Welch

Jason Welch is the Managing Partner of R.I.C. Executive Search. A South Florida native, Jason is primarily responsible for the management of client relationships (recruiting and retaining top executives) as well as design and implementation of new organizational development initiatives for clients focused on leadership, career success and peak performance in the workplace.

Prior to joining R.I.C., Jason co-founded an e-commerce company where he was Vice President of Business Development

and was responsible for the development of supplier relationships. Prior to that, Jason spent a number of years in field and corporate roles at AutoNation, Inc., the World's largest Automotive Retailer.

Active in the community, Jason is the Board Chair for Junior Achievement of South Florida, one of South Florida's premier non-profits. Jason has a Bachelor's Degree in Sociology from Stetson University in DeLand, Florida. He and his wife and their two children live in South Florida.

**TOM WELCH**  
President/Founder  
R.I.C. Executive Search  
Executive Coaching,  
& Leadership Development  
772.287.5409  
twelch@ricsearch.com  
www.ricsearch.com

# Tom Welch

Tom is a renowned leadership expert and executive coach.

He founded R.I.C. Executive Search in 1975. Over the years, he and his team have helped attract and retain executives extraordinaire for a wide range of clients from start ups to industry leaders.

Through his coaching, he has guided his clients in transforming their leadership into exceptional business results.

Tom has been featured in numerous publications including the New York Times, Chicago Tribune, LA Times, USA Today, Financial Times of London, Business Week and Kiplinger's. He has been heard on the Wall Street Journal radio network and Business Talk Radio.

He is the author of Work Happy Live Healthy, The Career Cure and The Breakthrough Job Search Cure.

Tom earned his Bachelor's Degree in Psychology from St. John's University and his MBA from Loyola University.

Active in the community, Tom and his team support Junior Achievement, Big Brothers Big Sisters, Special Olympics, the Salvation Army and more. He also serves on the Board of Governors at the H. Wayne Huizenga School of Business and Entrepreneurship at Nova Southeastern University.



*"We care. We really care.  
It's almost an unfair competitive advantage."*

President/Founder, R.I.C. Executive Search, Tom Welch

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Stuart, FL 34994  
772.287.5409  
[www.ricsearch.com](http://www.ricsearch.com)