



ASLON

Mission

Our mission is to be the leading integrity based search firm focused on identifying, assessing and delivering world-class leaders.

Global Reach

Through ASLON's partnership with the International Executive Search Federation (IESF), we can recruit top regional, multicultural and multilingual leaders in any location around the world. We have international affiliates in 40 different countries staffed with nationals focused on emerging markets of the world.

Accessibility

We keep our search load to a minimum in order for the consultant who sold the service to lead the process and devote the majority of time to completing the search with a personalized connection that builds trust for both client and candidates.

Reputation

Our reputation is built on our ability to see a search through from the initial meeting with our client to the assimilation of the finalist into the position. We operate under very strict standards of ethics and methodologies to identify the right person to fit the culture and vision of our client. Our integrity-based mission is also reflected in the type of leaders we find for our clients – leaders that are passionate, have a strong value system and high emotional quotient to accompany their intelligence quotient.



"...identifying, assessing and delivering world-class leaders."



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Leaders in executive search

I found the ASLON process to be much more focused and directed than what we experienced previously with contingent searches or personal referrals.

Joe Wright,
CEO, Master Chemical

We could not be happier with the service provided and the results obtained. ASLON delivered a candidate beyond our expectations by allowing us to select from several great finalists.

**Richard Hipple, Chairman
& CEO, Brush Wellman**

ASLON

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Biography of Timothy C. Smith

Timothy Smith is the Managing Director/ Founder of the ASLON Group, whose mission is to be the leading integrity-based retained search firm focused on identifying, assessing and delivering world class leaders in the manufacturing, technology and service industries.

Mr. Smith has led assignments for Presidents/ CEOs and Directors, Chief Financial Officers, General Managers and functional Vice Presidents of sales, marketing, service, manufacturing and engineering/ development. The business segments he has served include industrial, materials and chemical manufacturing, hardware and software technology, financial services and communications.



Utilizing a strategic, swift, process-oriented approach to each assignment, Mr. Smith performs a thorough assessment of the client's needs prior to initiating a project. He is known for his personal service and his understanding of the candidate's expectations. His clients have described him as reliable and highly focused, with an ability to communicate with everyone involved in the search process to influence successful completion. Mr. Smith is also noted for his tenacity and innovative approach to building relationships with great candidates.

Mr. Smith brings over 20 years of search experience to the firm and has held senior management positions at such companies as Christian & Timbers, Source Finance and Brunswick Corporation. He specializes in building high-quality executive management teams for clients ranging from Fortune 100 public to private equity, early-stage corporations. His entrepreneurial understanding stems from his past experience as the founder of a service company that he grew to over 100 employees.

After a visit to Asia and Europe in 2005, Mr. Smith was inspired to expand his services globally. After completing US projects for European and Asian-based companies, he has now successfully applied his process of search to find leaders in the emerging global markets for his US-based clients. Mr. Smith is currently on the leadership council and the US partner of the International Executive Search Federation (IESF), the largest search network in the world which has an established local partner network in over 40 countries.

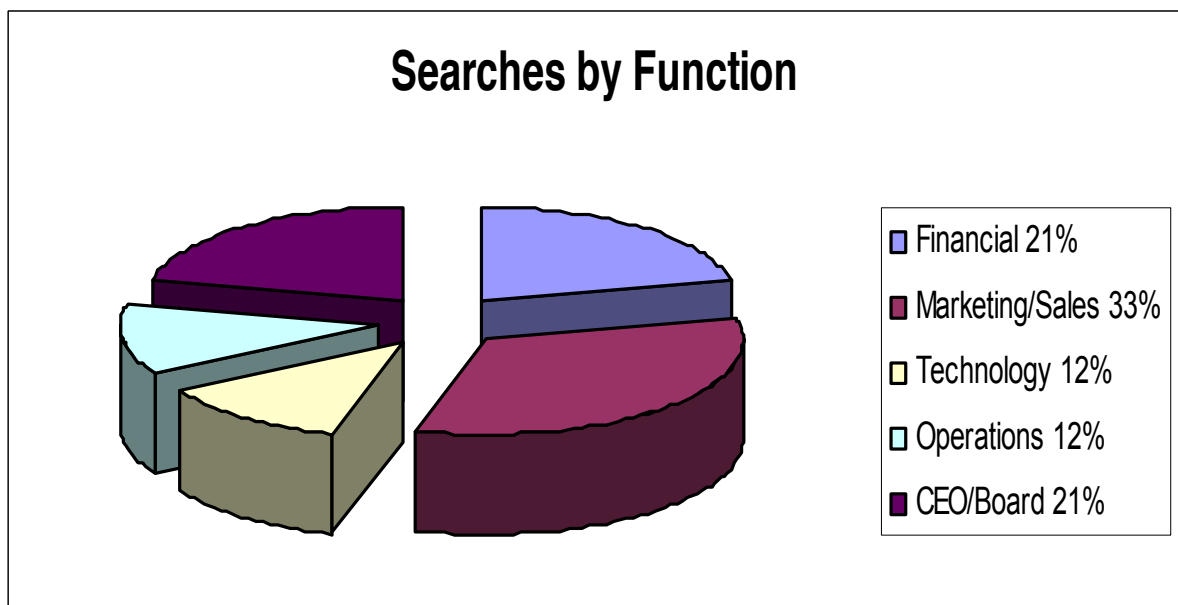
Mr. Smith has built the executive management teams for multinational technology and manufacturing companies such as Mettler Toledo, Master Chemical, Chart Industries and Brush Wellman. He has a rich portfolio of leadership centric knowledge and competencies that are fueled by a proprietary process that is applicable for a wide scope of leadership voids.

Mr. Smith obtained his BS in Business from Miami University. He currently serves on the board of his church and Hiram College's Board of Visitors and is actively involved in mentoring business leaders through the Lifework Leadership educational program. He is highly regarded for his uncompromising integrity and honest communication with his clients and candidates.

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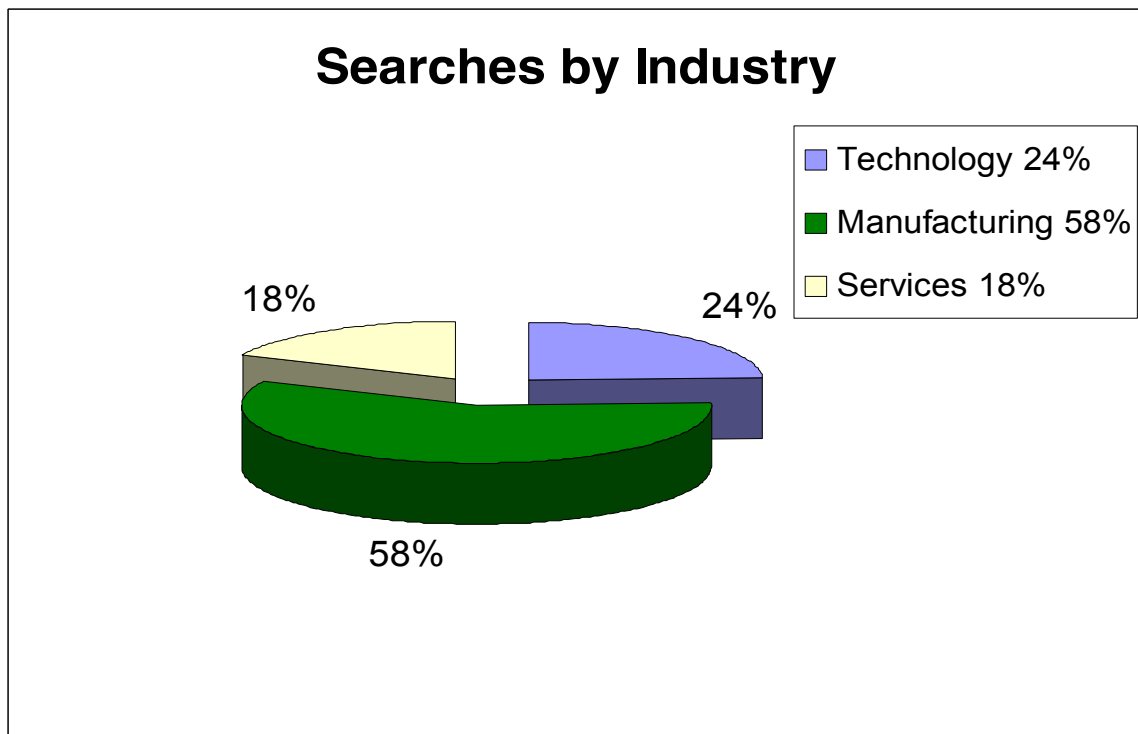


ASLON Functional Expertise



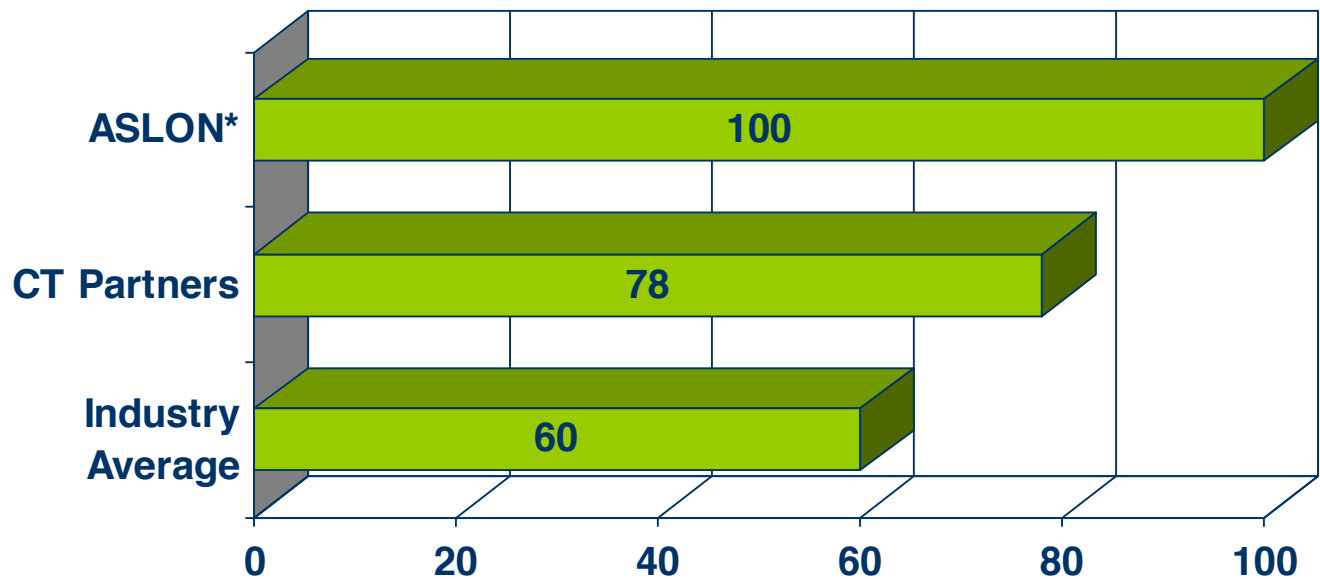


ASLON Industry Expertise





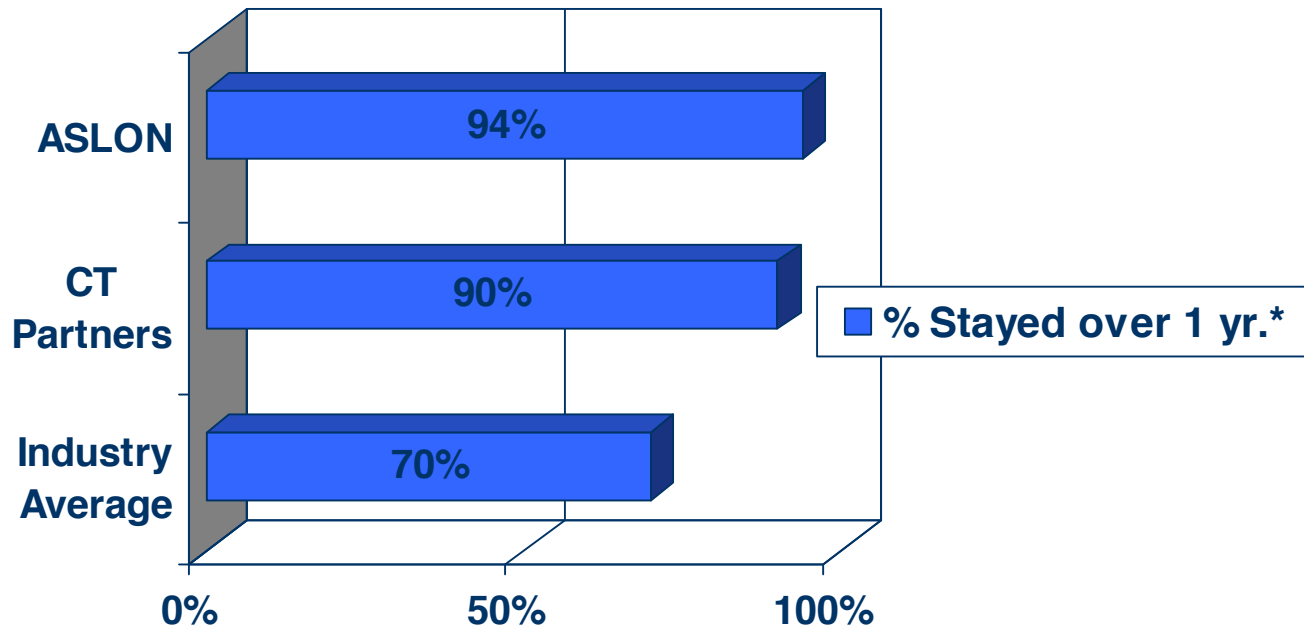
ASLON's Placement Rate



*ASLON has placed candidates for every search it has conducted, except where the client has canceled.



ASLON's Stick Rate



* measured over 18 month period 7/1/07-12/31/09.

ASLON Five: Qualities of a Great Leader

When we conduct a search, we finely tune our search strategy to line up with the organization's culture. We look for people who have the potential to assimilate easily and step into a higher role. We believe that attitude, self-motivation, maturity, capacity to learn and behavior patterns are some of the attitudes to watch for when interviewing a candidate, not just their performance, knowledge, training or credentials. To recognize world class leaders who differentiate themselves clearly beyond the resume, we look for leaders with the following attributes:

1. **Bias toward action**

Our leaders are "can do" individuals who see a need, develop a plan, and work the plan to completion. They may be considered intense or passionate about their work but they also make time to spend with their families, thereby creating a balance in their lives that they promote in their teams.

2. **Submit to authority**

No matter what level you are in an organization there will always be someone in higher authority than you, even if it is a share holder. Great leaders must be able to submit to authority when an idea or decision is not embraced and then accept the decision wholeheartedly for the good of the organization. This approach produces healthy organizations that can weather a storm such as an economic downturn or the threat of competition by creating a workforce of loyal employees. Organizations that take a genuine interest in their employees' well being will have staff members who stand by the company in rough times and, although decisions may be tough, will understand the long-term vision and strive to accomplish the results needed to turn them around.

3. **Window and the Mirror**

Great leaders look in the "mirror" when things go wrong. They take the blame, research the problem, learn from mistakes and move on. They don't lay blame or point fingers. On the reverse, when things go well they look outside the "window" to give praise to others and share the glory with the team/organization. They are highly respected individuals who may not be in the spotlight but, when looking over their shoulder, know they are in the lead.

4. **Sacrifice to a Grand Vision**

A great leader surrounds himself with great people and has a vision of where the organization should be and how it can get there. Communication skills and passion must be present to advance this vision. And nothing is more influential than a leader who is committed to make this vision happen.

5. **Consistency of Character**

A key leadership competency of the new global economy is "trust." A great leader's competence naturally earns trust, however, consistent integrity with pure motives develops character that people are inspired by. Nothing has more influence than a relationship of trust and that only happens through consistency of character.

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ASLON's Search Process

Leadership Quantified (1 - 14 Days)

- Meet decision makers
- Determine and articulate the search strategy and culture
- Craft the position profile
- Research and define target list of companies

Leadership Identified/Assessed (15 - 40 Days)

- Multiple telephone interviews
- Recruiting process calibrated with profile
- Assessment of underlying motives
- Personal in-depth meetings

Leadership Delivered (41 - 100 Days)

- Client interviews
- Logistics coordination
- Debrief and follow up strategy
- Facilitate offer, acceptance and resignation
- Monitor the presence of counter offers
- Early and late reference checking
- Personal background screening and verification (profiling, degree, health)

Leadership Assimilation (100 + Days)

- Coach finalist on expectations and vision
- Follow up on a regular basis
- Assess candidate's progress