



ASLON GROUP

HAVING THE
RIGHT PEOPLE IN
THE RIGHT SEATS
WILL MAKE YOUR
ORGANIZATION
GREAT!

The ASLON Group is a leading integrity-based retained search firm focused on identifying, assessing and delivering world class leaders for the retail, technology and manufacturing industries.

Founded in 2002, our business has addressed the need for finding executives with character and values. Our hands-on, personalized service allows us to complete searches in record time with these high caliber candidates.

ASLON Group
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Company Overview

Mission Statement

To be the leading integrity-based retained search firm focused on identifying, assessing and hiring world class leaders.

Background

Our entrepreneurial experience enables us to see “the big picture” and allows us the capability of acting as an advisor to the future needs of our clients. The founder, Timothy Smith, is a premier search consultant with over 20 years of experience in the industry, as well as a small businessman and Fortune 500 financial manager. He has founded The ASLON Group to formalize his experience of quality execution that is built on relation-driven consulting assignments that have resulted in high impact leadership changes. We bring a past history of long-term relationships with over 125 clients who have used us to hire a critical officer or build their entire executive team. Several of our successful startup clients have gone on to achieve successful IPOs and the mid/large cap clients have retained us for multiple searches.

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 methodology to identify the right person to fit the culture and vision of our client. Our integrity-based mission is simply knowing and choosing what is right as we search for leaders. This mentality is also reflected in the type of leaders we find for our clients. This means leaders that are passionate, have a strong value system and an incredibly high IQ (intelligence quotient) and EQ (emotional quotient).

We deliver our services with an extraordinarily high level of loyalty, honesty, performance and commitment. We are small enough to have a low overhead structure and the focus to provide a high level of service in less time than the national firms. We are also large enough to have the dedicated resources to tailor our services to meet our client's needs.

Services

Leadership Quantified: ASLON Group's primary service is senior executive recruitment. We conduct general management search assignments for CEOs and specialize in building high-quality executive management teams for clients ranging from Fortune 100 corporations to venture-backed startup organizations. Our process starts with an analysis of our client's needs, and an understanding of their culture. This is obtained through an in depth interview with the final decision-makers. Only after this information is obtained and we are confident of our fit, will we recommend our services as the right search firm for your organization.



Company Overview

Services continued

Leadership Identified: We will then draw up our search strategy and work with the client to calibrate our target audience. We merge what we have learned with our own knowledge of the marketplace to create a strategy that answers two questions: Where do we find the best prospects, and how do we present the company's opportunity so it catches and holds the candidate's interest right from the start? We do not present a stack of resumes – we present a select few people of the highest caliber who have a successful track record. We choose the best-qualified and set up personal meetings where we objectively analyze each candidate's background, assess whether he/she can do the job, and judge whether he/she will fit in. We match our client's needs in terms of corporate culture and industry positioning, as well as technical requirements to the candidate's profile. These qualifiers for selection are important but not nearly as valuable as our assessment of the candidate's potential for success. We know that the ultimate determinant for business leaders rests largely with who they are as people rather than with their accumulated experience.

Leadership Delivered: After we present profiles of the top candidates, our staff schedules the interviews, arranges travel and manages all the details of the meetings. Working with you and your team, we create the best possible interview and follow up strategy; one that even in today's tight market will present the opportunity at your company so persuasively that it solidifies the candidate's interest. After your interviews, we debrief you and the candidates and the process culminates in an offer, acceptance and resignation.

Assimilation

Our job does not finish after the candidate is placed in the position. All through the process we have gathered information about the client's culture and the requirements of this candidate for a successful move. We will coach him/her on the client's expectations and vision so the transition into the organization is as smooth as possible. This includes carefully monitoring the presence of counteroffers after addressing them in advance. We will follow up on a regular basis to confirm that the new executive is the right person for the firm and to assess his/her progress. Information gathered during the search process pertaining to the culture and atmosphere will enable us to assess the candidate's fit into the organization and make sure the first few months go as expected.

Selected Past and Current Clients

American Greetings
Bell & Howell
DeepGreen Bank
Dell
Hoovers
Hewlett Packard
IBM

Lesco
OEConnection
Showcase
SourceOne Healthcare Technologies
Viztec, Inc.
Voxware

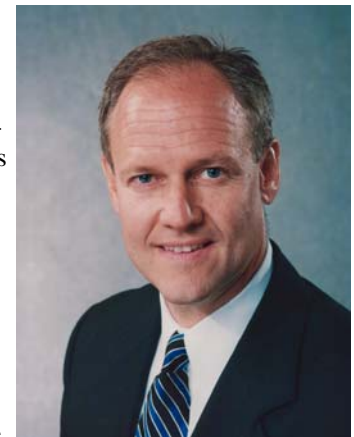


Biography of Timothy C. Smith

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.

Tim 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 materials, industrial and chemical manufacturing, hardware and software technology, financial services and communications.

Mr. Smith utilizes a strategic, swift process-oriented approach to each assignment that includes 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 corporations to venture-backed startups. His entrepreneurial understanding stems from his past experience as the founder of a service company that he grew to over 100 employees.

Mr. Smith was inspired after a visit to Shanghai recently 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 Eastern European leaders for a US-based firm.

Mr. Smith has built the management teams of several young growth companies who have enjoyed successful IPOs including Net Perceptions, ShowCase Corporation and Active Power. He has also found leaders for more established, multinational clients that have migrated toward technology such as ProQuest, American Greetings, Tredegar, A.B. Dick, SourceOne Healthcare Technologies, Chart Industries and Brush Wellman. Mr. Smith would be classified between a generalist and a specialist as he has a rich portfolio of knowledge and competencies that are fueled by a proprietary process that is applicable for a wide scope of situations.

Mr. Smith obtained his BS in Business from Miami University. He serves on the board of his Church and was previously on the board of the Entrepreneurship Institute of Cleveland. He is highly regarded for his uncompromising integrity and honest communication with his clients and candidates.

"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, President,
Brush Wellman Alloy Products

"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

"Overall, with Tim's thoroughness the ASLON team is a strong one with a pragmatic, methodical approach to a retained search."

Phil Rapp, Director of HR
Tredegar Film Products