

The Barton Group **Who We Are and Who We Recruit**

The Barton Group Inc. is an Executive Recruiting Firm. We offer local, regional and global / international search and placement for all aspects of technology, business, and manufacturing in executive, managerial, professional, and contributing roles. The Barton Group recruits in the operations, business and technical disciplines, energy related, medical device, automotive, non-automotive, emerging technologies, in manufacturing and industrial environments. This includes chemical, oil and gas, electronics, mechanical, technical, engineering, process, and business related positions.

The transportation sectors includes the automotive, energy and transportation related industries including truck and bus, automotive, DOD vehicles, military and defense tactical transportation vehicles, aerospace, off-highway, and other related mobility industries. The Barton Group has been built nationally growing internationally from the heart of the mid west.

The non-automotive arenas are energy, oil and gas, chemical, medical device, and other related engineered, manufactured products and applications.

Examples of disciplines we have placed are: business management, electrical / mechanical / chemical engineering, manufacturing, product development, sales, marketing, embedded software design, operations, supply chain management, purchasing, finance, and quality control.

Our firm is very capable of recruiting in North America on our own and is part of an official network of recruiters. We are able to partner with Top Echelon (TE) firms all over the world. BGI earned membership as a preferred member in Top Echelon, a premier confidential worldwide closed network. This gives us strong expanded recruiting of multi disciplines and location capabilities in North America, Mexico, China as well as other countries. Working with us and our partners is seamless and structured to best fit your organization and needs. You may deal with only us; deal with only our partner in the applicable location, deal with both from multiple locations, or which ever best suits your needs.

Within the business community BGI enjoys an excellent reputation as the direct result of a continuous commitment to fulfilling our client's needs. BGI takes the time necessary to understand the individual requirements of each client and to assess the "intangibles" that result in a successful placement. BGI is an equal opportunity firm that encourages and welcomes the diversity of people and companies.

The Barton Group Inc. is an Executive Recruiting Firm whose mission is to make a difference developing people's careers, businesses, and lives!

BGI Client Services

- ♦ Professionally conducted searches with a determined focus to find the appropriate candidates

- ◆ Availability to communicate with hiring authorities to discuss specific position requirements, and the unique culture and chemistry of your organization
- ◆ Assist in organizational review and human resource consultation
- ◆ Commitment to meeting the staffing needs of your organization with a professional and confidential approach
- ◆ Assistance in composing and designing a job offer package that results in applicant acceptance
- ◆ Involvement in the negotiation process as desired
- ◆ Providing thorough yet discreet searches utilizing our own proprietary search mechanisms, and the global network of our affiliations
- ◆ We meet the business management criteria of a strong supplier including errors and omissions insurance

BGI Candidates

- ◆ Candidates are prescreened, interviewed and assessed prior to being presented to the client
- ◆ Qualified candidates are evaluated to best fit the assignment profile
- ◆ References and credentials will be checked thoroughly
- ◆ Relocation assistance counseling is available

Recognize the Superior Search Methodology of BGI

- ◆ A heightened awareness of the intense, continual effort on the assignment until it is successfully completed
- ◆ A focus on client's business and culture so that maximum interest is cultivated in the position by the candidates presented.
- ◆ Persistence aimed at assuring that no productive source of candidates is overlooked.
- ◆ The presentation of "harder to find" people (candidates) who do not normally answer ads or seek exposure through employment agencies or the internet. (Experience has shown that the most qualified candidates are found this way.)
- ◆ The feeling that it is not necessary to compromise and revert to desperate hiring
- ◆ No hesitation to engage BGI's services when the next need arises or to refer our services to others

We Use a 6-Step Recruiting Process

Identification:

In-depth analysis of position specifications, careful gathering of requirements. **Our job descriptions are based upon information we have received from the hiring authorities and Human Resources pertaining to position and culture of company.** Our approach is a “Value” focus, results-oriented experience which effectively “sells” company attributes so that the most successful candidate is retained.

Research:

Strategic planning for the most effective means for sourcing target candidates. Extensive integration of industry resources, virtual communities, magazines, and proven, cold calling approaches.

Recruiting:

Contacting and screening through interviews are supported by an extensive database of candidates and companies. Potential candidates are actively sought from direct competitors and parallel industries located locally, regionally or nationally. References are thoroughly checked.

Assessment:

The most important step in the process. Combining behavioral and targeted interviewing techniques, clients are ensured that the candidates presented possess all necessary skill sets which will prove their value as an exceptional performer within the company. **A short list of profiled candidates is submitted with feedback on the selections.**

Interviewing:

Candidate and client preparation and review after the initial client interview. Complete and honest feedback coupled with tailored advice during the entire interview process thus ensuring a smooth and seamless hiring transition.

Acceptance:

Consultation and negotiation of all elements including compensation, resignation from former position, and relocation are part of our process in an employment offer. “Hands-on” involvement to ensure that the candidate identified...gets hired and stays hired.

Why Choose Us?

Transportation Industry Knowledge –

Over *20 years* of recruiting experience in Engineering, Business, Manufacturing, and Professional and Executive Positions.

Speed of Process –

BGI typically has a minimum of 3 viable candidates ready for interview within *30 business days*.

Qualified Candidates –

Over *80%* of the candidates submitted by BGI to our clients are brought in for interviews – showing our dedication to quality matching.

We make placements –

98% of the candidates that received offers through BGI accepted the position.

Our Candidates stay –

Over **75%** of the candidates BGI placed 5 years ago are still with their client companies.

Repeat Business –

Over **80%** of the Client Companies of BGI are repeat customers who have done business with us in the years prior.

3 Types of Searches to Choose From

Retained Search

Exclusive Contingent Recruiting

Contingent Recruiting

Sophisticated Web Site

The Barton Group's web site is up. Please take a look and see how a client company can search over tens of thousands of candidates from every industry and discipline and see how candidate job seekers can search over tens of thousands of open positions as well and set up position email alerts. Candidates can submit their resumes to us and directly to open positions.

The Barton Group

Barton T. Foster

Executive Recruiter

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Preferred Member

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New Web Site!

<http://www.TheBartonGroup.com>

Professional Associations

BGI earned membership in Top Echelon (TE), a premier confidential worldwide closed network of top executive search firms. BGI is an active member of the Michigan Association of Staffing Services (MASS) that provides a strict code of professionalism, ethics, and standards to ensure

high quality and confidential performance. As an active member of the Society of Automotive Engineers (SAE), BGI's automotive clients and candidates are assured state-of-the-art performance with developments in this highly technical and evolving industry. **BGI is Client Driven.** We are strongly committed to "Total Quality" and our approach to customer service focuses on you as the Client Company. We would welcome the opportunity to work with you and your company by assisting you in hiring high-performing employees.