

# UAG PREMIUM SEARCH

IN PURSUIT OF LEADERSHIP TALENT



## WHAT IS UAG PREMIUM SEARCH?

**UAG Premium Search** is comprehensive and robust, adding features to the industry standard process of *identify, attract, evaluate and deliver*.

We focus on search strategy, multi-faceted candidate evaluation and a tailored onboarding plan. We also utilize a third-party assessment tool for professional development purposes.

**UAG Premium Search** places increased emphasis on *what* candidate data is developed, *who* provides input and *when* the information gets presented. We augment candidate evaluation through vetting conducted by non-search partners and also self-assessment narratives provided by the candidates, making the UAG value proposition second to none!

Dedicated to clients, quality, and results.

# WHY SELECT UAG PREMIUM SEARCH?

## **Experience, Knowledge and Accomplishments**

If it takes a great leader to find, attract and evaluate another one, we have the people resources to meet those qualifications. Our project teams include a project partner with extensive retained search experience as well as a former CHRO or HR VP and a non-search partner that brings varied industry accomplishments as a C-level executive.

## **Unparalleled Executive Network Capabilities**

Why do corporations turn to executive search firms? One big reason is the value of their networks. UAG partners and advisors have a VAST database of current executive contacts that allows us to identify the A-players and tough-to-find candidates – both active and passive.

## **Business Sector and Functional Specialization**

The world loves specialists and recognizes the value in their expertise. Our specialists bring real-world experience and superior credentials as former leaders of companies and heads of Sales, Marketing, HR, Supply Chain, Manufacturing and Procurement functions. Our search project partners have led corporate recruiting departments and external search practices. Having sat in these chairs, we feel uniquely qualified to recruit for such leadership roles.

## **Candidate Evaluation/Assessment from Multiple Angles**

The **UAG Premium Search** program is designed to identify, attract and hire great candidates and to increase the probability of their success once hired. We accomplish these objectives through multiple evaluation interviews and candidate assessments – early and often. The result is better candidate fits, a higher offer acceptance rate, smoother job transitions and more long-lasting, impactful hires.

## **Customer-Focused, Bottom Line Orientation**

We believe that if you are going to make good on a promise, you need to hold yourself accountable. Accordingly, we develop a mutually agreed upon search plan with specific deliverables. To give weight to the plan, we submit our progress retainers **ONLY AFTER** the stated deliverables are met. This virtually eliminates your financial risk and creates a true partner relationship focused on bringing the search to a successful conclusion.

Our goals: understand your business & challenges, leverage our resources on your behalf, and exceed your expectations through superior results.

# UAG PREMIUM SEARCH TEAM



**Jim Halerz**  
Partner-in-Charge, UAG Premium Search (Ann Arbor)

Mr. Halerz has over twenty-five years of experience in retained executive search and corporate recruiting. He has successfully built boutique recruiting firms as well as functioning as the Managing Director of the retained search practice for Pricewaterhouse Coopers – Chicago office. He has recruited C-level and senior executives for leading Fortune 500 companies and performed significant work in the consumer products, CPG, energy, technology and industrial manufacturing sectors. Mr. Halerz holds a BA from the University of Illinois and an MA from St. Xavier University.

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**George Hofman**  
CEO (Nashville)

Over the past twenty years, Mr. Hofman has gained broad experience in private equity, mergers, acquisitions and corporate growth initiatives as the President/CEO of three mid-cap, global automotive manufacturers. He led JAC Products, a portfolio company of Citicorp Venture Capital, to a 50% market share with domestic and transplant customers and improved EBITDA by 25% over a 3-year period. Previously, Mr. Hofman had served as President/COO of the Teleflex Automotive Group where sales increased from \$90 million to \$500 million in eight years and EBITDA rose from \$10M to \$60M. He has an MBA from Vanderbilt University and a BS from Eastern Michigan University.



**Paul DeHart**  
Partner, Operations Improvements (Detroit)

Mr. DeHart has more than twenty-five years of industrial manufacturing background in small, private companies, start-ups and a Fortune 10 business, including multiple COO roles. He has a track record of revenue growth and profitability achieved through customer focus, continuous improvement and operational performance. He has improved EBITDA, quality, delivery and product performance through world-class, six-sigma and lean manufacturing techniques. He has demonstrated innovative team leadership skills in multi-cultural environments. Mr. DeHart's expertise is supported by an MBA from the Harvard Business School and a BS in Electrical Engineering from the University of Rochester.

## UAG PREMIUM SEARCH TEAM



**Randy Parker**  
Executive Advisor, Leadership Services (Battle Creek)

Mr. Parker has over thirty-five years of human resource experience, functioning in a broad range of leadership roles at both corporate and operating locations for the Kellogg Company. His last position was Vice President, Human Resources for Global Supply Chain. He has built HR teams and led the company's recruitment efforts for numerous HR, supply chain and manufacturing operations leaders. Mr. Parker has also developed strategic talent plans for recruitment, performance and succession management. He holds a B.A in Economics and Professional Management from Albion College.



**Sharon Sullivan**  
Executive Advisor, Leadership Services (Indianapolis)

Mrs. Sullivan has over 25 years in pharmaceuticals, most recently functioning as Vice President of HR for Eli Lilly and Company. She held global responsibility for all compensation and benefit programs for a workforce of 40,000, including executive and board compensation. She also served as Chief Learning Officer with accountability for succession planning, leadership development, organizational effectiveness, workforce analytics, employee engagement and performance management. She holds a BS in economics and sociology from the University of Notre Dame and an MBA from Indiana University.



**Jeff Collins**  
Executive Advisor, Procurement Transformation & Strategy (Detroit)

Over the past twenty-five years, Mr. Collins has had a distinguished senior executive career in supply chain and procurement. He was the CPO at Air International Thermal Systems and VP Procurement at Visteon where his leadership quickly changed traditional purchasing functions into true strategic business partners through streamlined organization structures and process improvements that leveraged spend management. Mr. Collins has directed the activities of globally-matrixed organizations and teams responsible for numerous direct and indirect spend categories. He began his career in purchasing at Ford Motor Company after receiving a BS in business administration, management and operations from Michigan State University.