



SearchAmericas

INTERNATIONAL EXECUTIVE SEARCH ■ MERGERS & ACQUISITIONS

A PRESENTATION

DESIGNED ESPECIALLY FOR

Mr. Dan Butler

Controller

Mansfield Plumbing Products

May 16, 2018

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Chairman & CEO
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International Executive Search



“2018 Partnership Program”

Soar with the Best!

10 Year U.S. Employment Projections

Major Industries 2010 – 2020

Industry Sector	Total Jobs in Thousands		
	2010	2020	# Change
Total Industry	143,068.2	163,537.1	+20,468.9
• Non-Agriculture Wage and Salary	130,435.6	150,176.8	+19,741.2
• Goods-Producing*	17,705.5	19,496.8	+ 1,791.3
• Services-Providing**	112,730.1	130,680.1	+17,950.0

* Excluding-Agriculture, Manufacturing, Mining and Construction

** Includes Professional, Business, Healthcare, Utilities, Retail Trade, Financial, etc. all Services

Source: U.S. Bureau of Labor Statistics (2/1/2012)



Why SearchAmericas?

“Fierce Battle for Talent”

Soar with the Best!

“National Fierce Battle for Talent”

- **42 Million Baby Boomers Retiring Within Next 5 Years**
- **By 2025, Another 30 Million “Generation X” Retiring**
- **Workers Taking Early Retirement**
- **Corporate Decisions To Hire Were On Hold**
- **Corporate Need Greater Than Expected**
- **Entrepreneurs Starting New Businesses**
- **Workforce Seeking More Leisure Time And Less Willing To Relocate**

“Local Fierce Battle for Talent”

Cleveland, Ohio (example)

- **Major Needs By All Medical Systems – Health Care And Non Health Care**
- **New Port Of Cleveland Construction**
- **New Flats Development**
- **New Medical Mart**
- **Automotive Buildup**
- **Skilled Labor Shortages - Engineers, Etc.**
- **Cleveland “Mini Building Boom”**
- **Casinos**

Why SearchAmericas?

SearchAmericas Corporate Mission Statement

Excellence in Delivering the

“Best Executive Search Services”

and perform with

“Better Than Expected Results”

Soar with the Best!

Our Goal Today...

**To be your premier recruiting firm
for all of your search needs.**

Sales

Operations

Research

International

Administrative



Marketing

Technology

Innovation

Finance

Human Resources

**A More Effective HR Department Outsourcing the
Recruiting Effort !**

Why SearchAmericas?

The Biggest Competitive Advantage Within Your Organization

Your Employees

Why we're attracting the "Best
And the Brightest"



...

Soar with the Best!

Why SearchAmericas?

Why SearchAmericas Works

Soar with the Best!

Personal Interviews

Conventions
Travel Meetings
Local

Database Registration

- Salary History
- Employment History
- Product Experience

- Sales \$'s/Volume
- Active & Past customers
- Personal

“Totally Cost
Free” To
Candidates

Candidate Review Process

Database Information

Gathering – 28 YEARS
100% Searchable Database
60,000+ Active Contacts

Ten Divisional Teams

Qualifying Candidates
12 Months Year!
“Face to Face” Meetings

Present

“A” candidates only
Meeting your exact
specifications

Several Telephone
Interviews

28 Years of Successful Placements

The Recruiting Process

PHASE ONE:

- **Initial Contact with
50- 100 Targeted
Candidates**

The Recruiting Process

PHASE ONE:

- INITIAL CONTACT WITH 50-100 TARGETED CANDIDATES

PHASE TWO:

- Search Narrowed
To **10-15 Targeted**
Candidates

The Recruiting Process

PHASE ONE:

- INITIAL CONTACT WITH 50-100 TARGETED CANDIDATES

PHASE TWO:

- SEARCH NARROWED TO 10 - 15 TARGETED CANDIDATES

PHASE THREE:

- Search Narrowed to
3-5 Best Candidates

The Recruiting Process

PHASE ONE:

- INITIAL CONTACT WITH 50-100 TARGETED CANDIDATES

PHASE TWO:

- SEARCH NARROWED TO 10 - 15 TARGETED CANDIDATES

PHASE THREE:

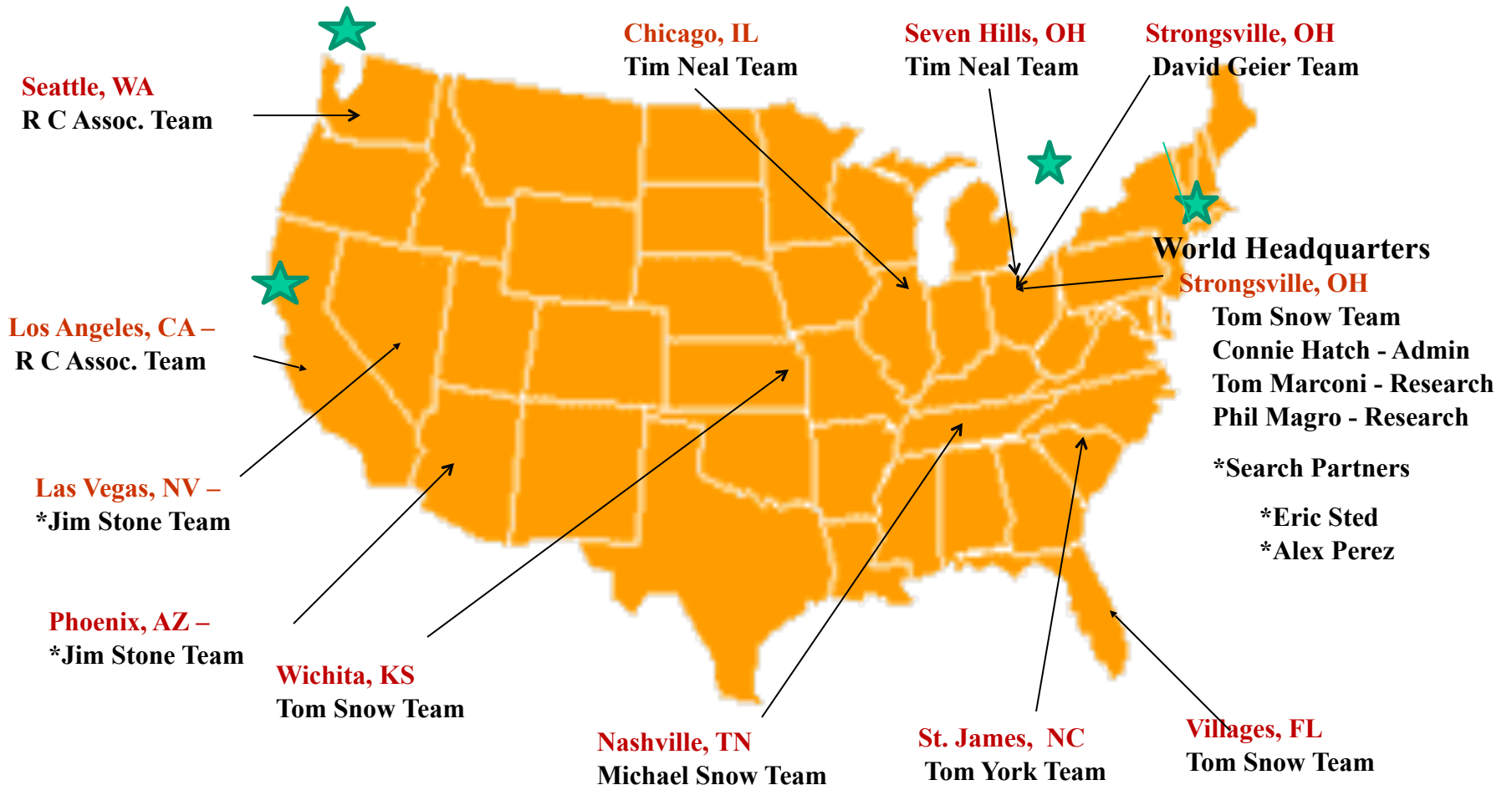
- SEARCH NARROWED TO 3-5 BEST CANDIDATES

FINAL PHASE:

- **Final** Candidate(s)

Presented for Interview

SearchAmericas National Offices



Ten National Recruiting Teams



Planned Offices:

San Francisco, CA; Boston, MA; Vancouver, BC, Toronto, Canada

In Process Of Creating...

Worldwide Recruiting Partnerships

Toronto, Canada

Sydney/Perth, Australia

Tokyo, Japan

**Shanghi, Hong Kong
and Beijing, China**

Sao Paulo, Brazil

London, England

Mexico City, Mexico

New Delhi, India



Barcelona, Spain

Buenos Aires, Argentina

Abu Dhabi/ Dubai, UAE

Paris, France

Dublin, Ireland

Berlin, Germany

Bogotá, Columbia

Vancouver, B.C.

SearchAmericas – An International Company

Why SearchAmericas?



Senior Management Staff

Over 200 Years Of Industry Experience



We've Hired The Best!

Recruited Positions

President/CEO

VP Marketing

VP/Sales & Marketing

VP Technology

Customer Service Mgrs

Innovation Mgrs

National Sales Managers

Mktg/Product Managers

Vice President HR

Operation Manager

**Human Resource
Managers**

Plant Managers

Demand Planners

IT Managers

**International Sales &
Marketing Managers**

**Regional
Sales
Managers**

Commercial Mgrs.

Store Mgrs & Ops

VP Finance/CFO

Merchandise Managers

Global Buyers



SearchAmericas Database System

28 Years In The Making – Daily Updates



60,000 Active Contacts

30,000 Active Candidates

International Web Based Software

A Great Customer Following

PLUMBING/ELECTRICAL/HVAC/ELECTRONICS

MOEN	LAMSON & SESSIONS	AMERICAN STANDARD	BROAN/
NAUTILUS	VIRIBRITE LIGHTING	LDR INDUSTRIES	
GE LIGHTING	WATTS INDUSTRIES	BLANCO AMERICA	
CAMPBELL HAUSFELD	WAXMAN INDUSTRIES	WAYNE WATER SYSTEMS	

BUILDING MATERIALS/HARDWARE

STANLEY HARDWARE	SOLATUBE	KOOL SEAL
SCOTT FETZER CO'S	PREMIUM GARAGE DOOR	TREX
PELLA WINDOWS	GAF	84 LUMBER

LAWN & GARDEN/OUTDOOR

AMES/UNIONTOOLS	BAYER-PURSELL	TRUPER TOOLS
EASY GARDENER	SEYMOUR MIDWEST	PLANTATION/NK/FERRY
MELNOR/GARDENA	ASB GREENWORLD	POULAN

TOOLS/ACCESSORIES

STANLEY /B & D	HITACHI	GENERAL TOOLS
GENIE	FULLER TOOL	PEERLESS CHAIN
BOSCH TOOLS	RIDGE TOOL	HILLMAN GROUP

PAINT/SUNDRIES/DECORATIVE

SHERWIN-WILLIAMS	AKZO NOBEL / PPG	CALIFORNIA PAINTS/ICP GROUP
THE NEWELL GROUP	UGL	DECORA MANUFACTURING
LOUISVILLE LADDER	RPM / XIM	GE SILICONES
SHURTECH BRANDS	WOOSTER BRUSH	

HOUSEWARES/GIFTS/CRAFTS

MAGIC AMERICAN	VITA-MIX CORPORATION	NEWELL/RUBBERMAID
GILLETTE		

Soaring with the Best!

Why Partner with SearchAmericas?

- **Industry Specialization**
- **Ten National Recruiting Teams**
- **Impressive 60,000+ Contact Industry Database**
- **Over 200 Years Of Industry Hiring Experience**
- **Outsource “Tough To Fill” Positions**
- **Timing And Market Conditions Are Perfect**





Corporate Partnership

NEXT STEPS...



Call for Personalized Presentation

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Chairman & CEO**

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