



EXECUTIVE SEARCH &
MANAGEMENT CONSULTING
SINCE 1979

BRINGING LEADERS TO SMART COMPANIES®

At Boyle Ogata Bregman, we believe a great executive search firm brings its clients "A" players every time – top performers who produce specific, measurable results and have an impact on your bottom line. Our precision recruiting process – the Performance Based Search SystemSM, gets it done, and 75% of our business comes from repeat and referral clients. Our boutique executive search firm style means you get a Partner running your search project and custom candidate research for each assignment.

PERFORMANCE BASED SEARCH SYSTEMSM

We identify and evaluate candidates based on their ability to produce critical results. We ONLY source people from your sector, currently doing the exact job you need to have done. The Performance Based Search SystemSM attracts highly productive "passive" candidates by showing them the exciting challenges they must accomplish, and it ensures only the most qualified candidates are submitted for each position.

TALENT MANAGEMENT

We're unique in being one of the few executive search firms to offer a complete suite of talent management services. We have significant experience and competency in Management Assessment, Organizational Analysis, Compensation Design, Executive Coaching, Candidate Sourcing, and more.

WE ARE PASSIONATE ABOUT IMPROVING
LEADERSHIP PERFORMANCE AT YOUR COMPANY!

PERFORMANCE BASED SEARCH SYSTEMSM

The Art & Science of Talent Acquisition

It takes both keen insight and objective tools to deliver powerful results in talent acquisition. Our precision recruiting process – the Performance Based Search SystemSM, produces specific, measurable results that impact your bottom line.

“ I have retained BOB Search for several key searches over the last five years. For each one, I have been impressed with how thorough, strategic, and persistent they have been in finding excellent candidates. ”

Eric Golden, President and CEO
Equipois Inc.

“ The BOB Search Performance-Based Search System is the most comprehensive recruiting system I have used in the industry. The firm's detailed approach to specification development leads to a very comprehensive job search, which leads to placement of the right candidate. ”

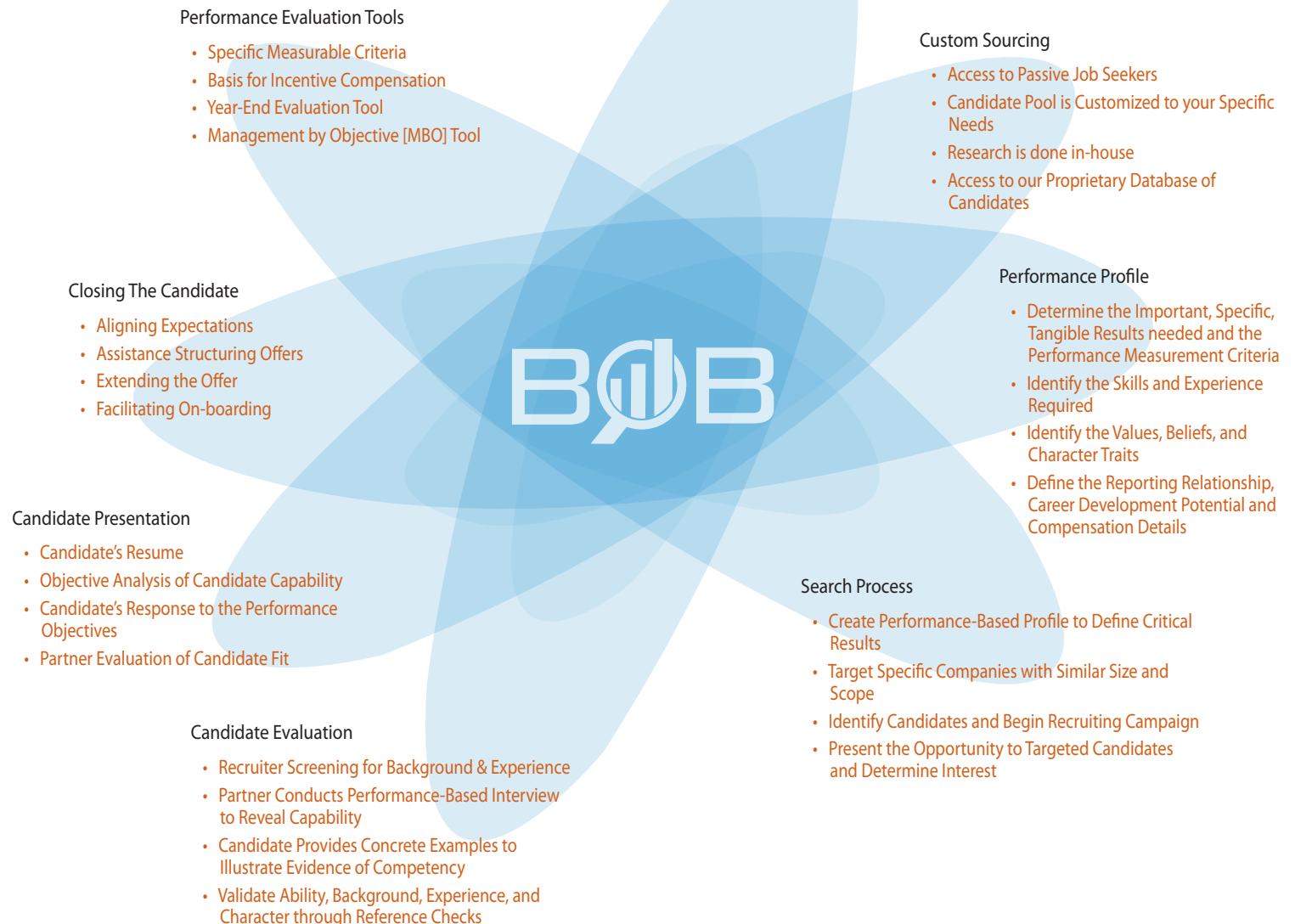
Ron Case, CEO
Synchronous Aerospace Group

“ In all my years of using recruiters (headhunters), retained and contingency, only one firm continually provided “A-team” executives on an ongoing basis; the retained firm of Boyle Ogata Bregman. ”

Philip J. O'Connor, VP of Human Resources
M7 Aerospace

“ I am writing this paragraph for the purpose of recognizing a team of professionals for superior customer satisfaction. My experience was so good; I wanted other professional to have the same opportunity I had, which led to being completely satisfied and impressed by the support I received from the BOB Search Team. ”

Robert Wentlejewski, Senior Director
Honeywell



SEARCH EXPERTS

As experts in the Art & Science of executive search, we ensure a precision fit – the hire of an “A” player who can positively impact your bottom line. As your strategic ally in talent acquisition, a Partner will actively manage your search, actually interview your candidates, and update you regularly. We will close the deal in a timely and cost-effective manner. Since our founding in 1979, we’ve worked on management level placements in an array of industries, leveraging our broad yet focused domain expertise.

DIVERSE FUNCTIONAL PLACEMENTS

CEO, President, GM	Operations
Business Development	Supply Chain / Procurement
Sales & Marketing	Finance
Engineering	Quality
Product Development	Information Technology

EXPERIENCED IN A RANGE OF INDUSTRIES

Aerospace and Defense	High Technology Products & Services
Consumer Products	Computer Hardware / Software
Manufacturing / Capital Equipment	Emerging Growth Companies

BOB SEARCH PROVIDES EXPERT EXECUTIVE SEARCH AND TALENT MANAGEMENT SERVICES HELPING BUSINESSES THRIVE. CONTACT US AT 949.474.3365 TO DISCUSS YOUR SPECIFIC NEEDS.

BOB SEARCH HISTORY

BOB Search was originally the J. Michael Group - formed by J. Michael Boyle and Keith Ogata in 1979. The firm name was changed to BOYLE OGATA in 1996. Strong in aerospace from its inception, in the early years the firm did a substantial amount of placement involving management level and executive positions for the massive hiring plan to staff the B-2 Stealth Bomber program. As the aerospace prime industry began to shift, the founders expanded into other types of aerospace and high-tech companies and entrepreneurial start-ups, especially those funded by private equity. In 1994, Mark Bregman joined the firm, and the company transformed into a retained search firm focusing on high level management positions, with the introduction of The Performance Based Search SystemSM in 1995. In 2001, the partners decided to rename the company Boyle Ogata Bregman Executive Search, also known as BOB Search.



MICHAEL BOYLE, PRESIDENT

An executive search expert, Michael enjoys repeat business with both large Fortune 100 clients, and mid-market private equity-backed businesses. He has 30 years experience leading executive searches within the aerospace, defense and manufacturing sectors. His key clients include Northrop Grumman, Gulfstream, Senior Aerospace, Synchronous Aerospace Group and The Duchossois Group. After receiving a Bachelor of Science degree from Penn State University in 1976, Michael held executive management roles within Marriott International. Michael entered the executive search profession in 1979 as one of the founding partners of our firm, and has led the company throughout its substantial growth over the last 30 years.



MARK BREGMAN, CEO

With expertise in all functional disciplines, Mark has special capability in sales & marketing leadership roles. Mark is also the principal contact for Boyle Ogata's Talent Management consulting services. After receiving a Bachelor of Architecture from Pratt Institute in New York, Mark spent 14 years in commercial design and construction, including 7 years as President of his own firm, Bregman Enterprises. He entered the executive search profession in 1984, and became Vice President and General Manager of a 20-person firm in 1989. He received his Master's in Psychology from Pepperdine University in 1991, and joined BOB SEARCH as a partner in 1994. Mark has published numerous articles on talent acquisition and management, and has been a speaker at business groups and colleges on hiring issues.