

Bringing **Leaders** to Smart Companies.



Letter from the Partners

Boyle Ogata Bregman is passionate about Performance. When we started this business 29 years ago we knew we had the most powerful and accurate search process in the business, our Performance Based Search System.

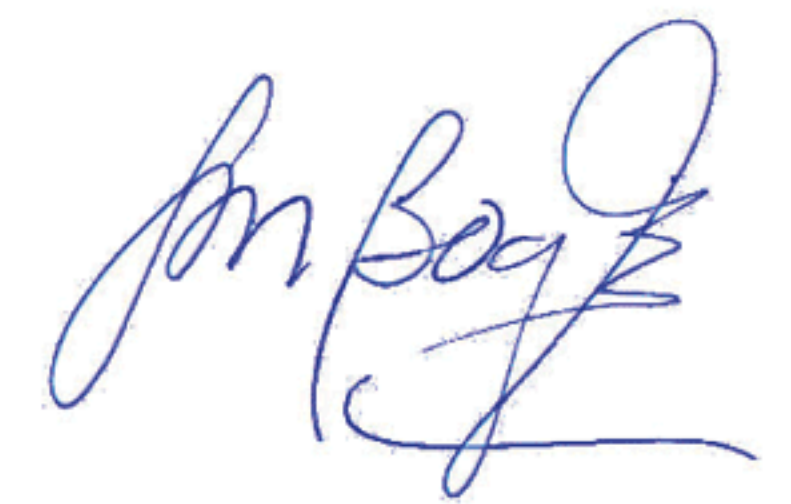
We know our methodology works as we have watched our clients continue coming back to us again and again (some for over 20 years). Recruiting is an exciting business; what really brings us in each morning is knowing that the executives we place will have a **significant positive impact on your bottom line**.

While most executive search firms just “headhunt,” we are unique in the industry in offering a full suite of organizational consulting services to help **optimize your human capital** solutions.

We hope to work with you soon, so that you can be one of the many satisfied customers that knows: Boyle Ogata Bregman is **Bringing Leaders to Smart Companies**.



Mark Bregman, CEO



Michael Boyle, President

Partner Bios

MICHAEL BOYLE



An Aerospace industry expert, Michael successfully advises clients in the placement of key management positions, focusing on high impact players who can generate change and growth. Michael enjoys repeat business with both large Fortune 100 clients and entrepreneurial businesses, and he has worked in the military, commercial, and business aircraft sectors. His key clients include Northrop Grumman, Gulfstream, Senior Aerospace, and Nordam, as well as many other subsystem, component, and MRO organizations.

After receiving a Bachelor of Science degree from Penn State University in 1976, Michael spent several years in the restaurant and hotel industry, including executive management positions with Host International, a division of Marriott International. Michael entered the executive search profession in 1979 as one of the founding partners of our firm. Michael has played a key role in assisting clients with integration and expansion of companies funded by venture capital and private equity. He regularly advise clients on organizational management issues.

KEITH OGATA



With over 25 years of executive search experience, Keith has acquired a deep knowledge of several industries and functional areas. He excels in identifying uniquely qualified executives in a variety of industries including: General Manufacturing, High Technology, Industrial Products Test and Measurement, Aerospace and Defense Retail , Consumer Products Distribution and Logistics , Oil Services, and Medical Devices.

Keith attained a BA in Sociology from California State University, Fullerton, CA in 1977, then joined J&J Associates, a large executive search firm based in Orange County and Los Angeles. In 1979, he and his partners founded BOYLE OGATA BREGMAN. Keith prides himself on forming deep, long-term relationships with his clients and strives to partner with them as they grow their business. He assists clients in organizational planning, compensation analysis, and market intelligence.

MARK BREGMAN



Mark has successfully applied the Performance-Based Search System to executive searches in a variety of industries, including technology products, software, manufacturing, and distribution. With expertise in all functional disciplines, Mark is known for his special capability in sales and marketing leadership roles. Mark is also the principal contact for Boyle Ogata's Human Capital Optimization 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 BY 1989 became Vice President and General Manager of a 20-person firm. He received his Master's in Psychology from Pepperdine University in 1991, and joined BOYLE OGATA BREGMAN as a partner in 1994.

Mark has published numerous articles on hiring and has been a speaker at business groups and colleges on hiring issues. Mark writes Boyle Ogata Bregman's blog, under the title Headhunter's Secret Guide.

Our Process

PERFORMANCE-BASED SEARCH SYSTEM

BOYLE OGATA BREGMAN utilizes the **Performance-Based Search System**, to profile, identify, and recruit leaders .



The **Performance-Based Search System** enables employers to maximize productivity and profitability by ensuring that only "A" players are hired for critical positions. Using this approach enables smart companies to achieve their goals in a competitive and challenging market.

Organizational Development

Understanding your organization's goals and creating a plan for optimum performance

Performance Profile

Identifying the specific tangible results you need from the executive

Search Process

Our 10-step systematic executive search process

Candidate Evaluation

How we evaluate candidates, complete references, and present candidates to employers

Closing the Candidate

Helping you to structure and negotiate a deal that will close

Profile Becomes Business Plan

How our profile becomes the new executive's business plan

Performance Evaluation Tool

Utilizing the profile as your evaluation tool and an MBO plan

Areas of Expertise

We have placed people in these functional areas:

- Business Development / Sales & Marketing
- Engineering / Product development
- Finance
- Information Technology
- Operations
- Quality
- Supply Chain / Procurement

We have served clients in these industries:

- Aerospace
- Biotechnology / Medical
- Computer Hardware/ Software
- Consumer Products
- Emerging Growth Companies
- Manufacturing/ Capital Equipment

We help our clients
with all senior
management
positions, includ-
ing CEO, President,
COO, CFO, CMO,
CIO, Senior VP, VP,
and Directors.



Consulting



Our passion for performance extends to our unique suite of consulting services. Every project is custom designed to help you optimize human capital. Our core competencies include:



Why We're Different

Proven Track Record.

For 29 years we've exceeded our clients' recruiting expectations, resulting in a notable client list, including F-500 companies. Our clients get high impact "A" Players who produce critical results. 75% of our business is repeat and referrals from satisfied clients.

Precision Hires.

Our Performance-Based Search System gives you concrete evidence of why the candidate is a fit. And, by examining the candidate's motivation before we "sell the sizzle" about your opportunity, we truly understand what the candidate wants. This provides you with a precise fit; a long term match that has a meaningful impact in your company and on your bottom line.

Extensive Experience.

We have substantial domain expertise in several key sectors. Our aerospace experience is unsurpassed. We have also worked with many established and rapid growth companies who are seeking to rapidly increase growth. Client sectors have included: aerospace, manufacturing, distribution, test & measurement, telecom, software, electronics, consumer products, and many other key industries.

Success on Challenging Searches.

Not all Executive Search firms are created equal. Many of our clients have come to us after failing with internal recruiting and/or another search firm. Boyle Ogata Bregman has taken over "difficult" searches that other resources couldn't fill and provided the client with a top notch solution.

Positive Impact on Your Bottom Line.

ROI on a search fee? We always concern ourselves with your bottom line. Our process is precise, thorough, and fast. The Performance-Based Search System incorporates all aspects of the hire, from organizational issues and a business plan for the new hire, all the way through year-end review and incentive compensation. The core of our system is the identification of specific, tangible, measurable performance objectives, by which we profile the position and evaluate candidates. You'll reap a substantial benefit when we assist with a key senior hire.



WE CAN FIND A PERFECT FIT.

Client Testimonials

STRAIGHT FROM THE SOURCE

Find out what Boyle Ogata Bregman's past clients are saying about our ability to get them superior search solutions.

Curt Monhart

Sr. VP Sales & Marketing for Danfoss North America

During my tenure as the Sr. VP Sales & Marketing for the Danfoss North America Motion Controls division, I hired Mark for a total of 10 searches for positions at the Vice President, Director, and Senior Manager level from 2003 to 2006. Mark was already familiar with the industry, and rapidly gained a solid understanding of Danfoss including the organization, strategy, and key goals and objectives. This gave Mark an excellent feel for the type of individual we were looking for, enabling a very efficient search process. Mark was able to consistently connect with the top companies in the industry, and all searches culminated in the hiring of high-caliber talent. I highly recommend Mark Bregman.

Ron Case

CEO Senior Aerospace

As CEO of Senior Aerospace, I highly recommend Michael Boyle as a Senior Management Level recruiter. The Boyle Ogata Bregman 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. I have used Boyle Ogata Bregman to place several of our top executives, and I highly recommend their services.

Barry Schulman

Executive Director, Cultural & Arts Programming & Executive Producer, Great Performances

Mark is a remarkably intelligent and detail-oriented executive who is completely honest and straightforward. You know exactly where you stand with him. He's also very people oriented and understands what your strengths and weaknesses are. His advice and recommendations are carefully considered and he is extremely hard working and goal oriented. I strongly recommend utilizing his services.

Philip J. O'Connor

VP of Human Resources & Organizational Development, M7 Aerospace

As a Vice President of Human Resources for over 30 years and with three fortune 100 companies, it was evident to me and to the successful key executives that I worked with during these years, that selecting high-performance team members to the company was one of the most important tasks we as executives "must do" to effectively manage and profitably grow our business. 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. This firm found these talented individuals through a highly effective search, interviewing and screening process that measured past performance, followed by a thorough background and reference check. Thank you, Boyle Ogata Bregman for being our out-sourced business partner that gives us a tremendous return on our investment.





Executive Search & Management Consulting since 1979

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