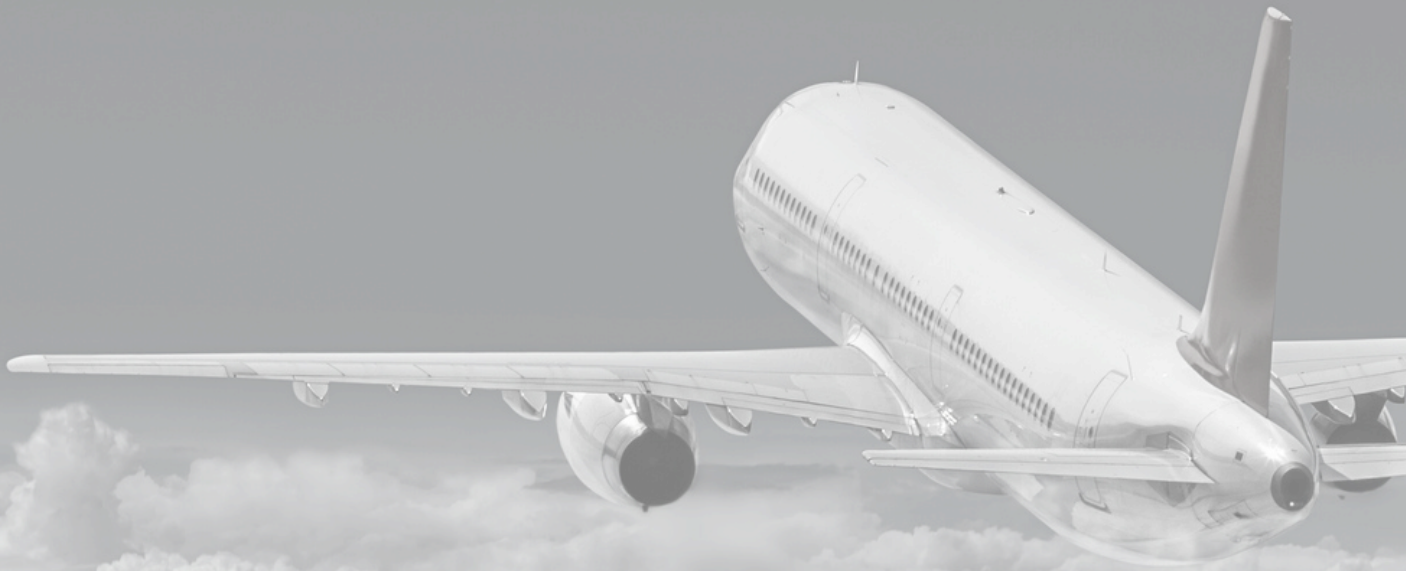




**BOB SEARCH**  
BOYLE OGATA BREGMAN  
EST. 1979

THE AEROSPACE, DEFENSE, AND SPACE EXECUTIVE SEARCH FIRM



# BOB SEARCH INTRODUCTION

# ABOUT BOB SEARCH

Boyle Ogata Bregman Executive Search's (BOBSearch) expertise is built on 40 years of experience servicing premiere clientele across the aerospace, defense, and space markets. Their commitment to excellence in executive search is built on strong partnerships with private equity firms, their portfolio businesses, and various public and private entities. They deploy a bespoke approach to their searches, using a highly tailored and focused methodology to place high-quality candidates that are able to offer meaningful and lasting contributions to their new organizations from their first day forward.

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## COMPLETION

Since 2020, BOB Search has completed over 100 searches.

## PARTNERSHIP

Demonstrated success leads to 80% returning client relationships.

## EFFICIENCY

Placements occur within 15 weeks, on average.

## REACH

Searches are conducted nationwide highlighted within key industry specific areas



77%  
AEROSPACE  
PLACEMENTS  
20%  
DEFENSE  
PLACEMENTS





# BOYLE OGATA BREGMAN EXECUTIVE SEARCH



## About Us

BOB Search is a leading retained executive search firm specializing in the Aerospace, Defense, Space, and Industrial sectors. Based in Southern California, we conduct executive search nationally and globally.

### Completion

Since 2020, BOB Search has completed over 150 searches.



### Partnership

Demonstrated success leads to 80% returning client relationships.



### Efficiency

Placements occur within 12 weeks, on average.



### Reach

Searches are conducted nationwide highlighted within key industry specific areas



# 68%

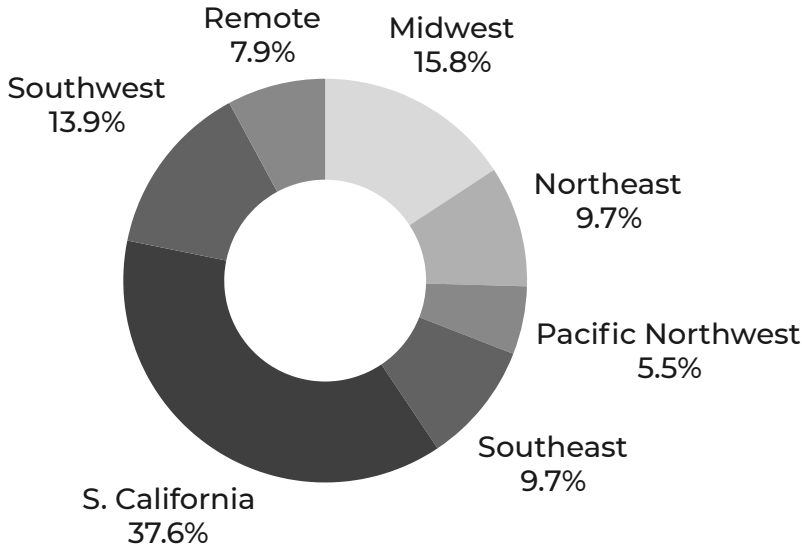
Aerospace & Vertical Lift

# 32%

Defense & Space

# METRICS OF PERFORMANCE

## LOCATION



# 56%

Percentage of searches completed with Private Equity since 2020.

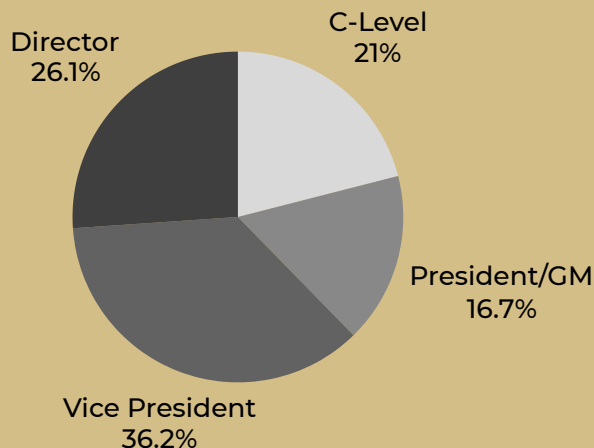
# 79%

Searches with companies below \$500M in revenue.

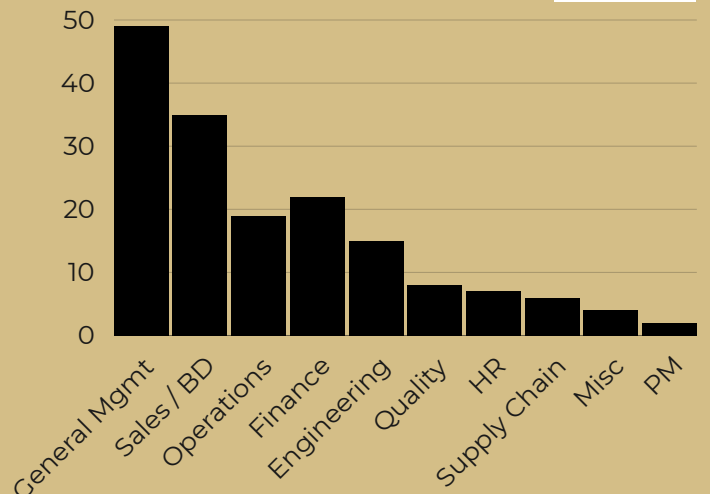
# 12

Average weeks to close a search engagement

## LEVEL



## FUNCTION



# WHO WE SERVE

## C - LEVEL

CEO

CTO

CFO

COO

CCO

CHRO

## SENIOR LEADERSHIP

PRESIDENT

VICE PRESIDENT

DIRECTOR

SUBJECT MATTER EXPERT

## FUNCTIONS

OPERATIONS

SALES & MARKETING

ENGINEERING & TECHNOLOGY

SUPPLY CHAIN

HUMAN RESOURCES

FINANCE

## SPECIALIZED

We are experts in executive search in Aerospace, Defense, Industrial Manufacturing, and Technology Businesses.

# CLIENTS



# RECRUITING AND SOURCING STRATEGY

BOB Search will accomplish your projects according to our **Performance Based Search System**. The steps will be as follows:

- **Position Profile:** Develop the position profile with your leadership and hiring managers using our Performance Objective orientation. This facilitates a precise metric of evaluation of candidates, as well as attracting candidates - leveraging the action-based tone as a challenge to the right candidate.
- **Sourcing:** Our in-house sourcing/research staff will develop a targeted pipeline based on your competitors and similar businesses. The candidates will be derived from a comprehensive company list using a variety of credible resources. With these methods, we fill your candidate pipeline with the closest fit to your requirements, typically 150-200 candidates.
- **Referrals:** Utilizing our current network, we leverage relationships established during initial recruitment to zero in on the individuals now doing this precise type of work in related environments. Our pipeline is enriched by referrals and allow us to deliver out-of-the-box candidates.
- **Recruiting:** We communicate with the potential candidates in several ways to ensure we reach and connect with the highest percentage possible, we usually connect for meaningful discussion with 65-75% of our target list.
- **Candidate Elevation:** When a candidate meets the basics for background, motivation, location, and compensation, we delve deeper and develop a complete work history, which includes their mission for each job, overview of each company, transition circumstances, motivation, and compensation expectations. Emphasizing a cultural, capability, and behavioral fit, our assessments address potential obstacles, considerations, and abilities to execute objectives.
- **Candidate Presentation:** Included in our candidate packages are the complete work history, candidate resume, compensation details, motivation, location details, and a candidate response to your defined objectives.
- **Follow Through:** We shepherd the process by facilitating interviews, counseling both employer and candidate as needed, and supporting the selected candidate through the transition to your company.
- **Reporting:** Our updates are tailored to you on the level of information and frequency you desire. You will know what you want to know at every stage of the process.
- **Personnel:** Searches are led by a small, agile team dedicated to delivering your placement with a sense of urgency and motivation to find your best fit. This will include: **Sourcer**, who is a specialist in researching candidates. **Recruiter**, who makes initial contact and screens for all the key information. **Partner**, who elevates the candidate to submittal stage, re-examining all the key areas of qualifications, motivation, expectations, and look at the subtleties that differentiate people.



# PERFORMANCE BASED SEARCH SYSTEM

Excellence in Executive Search is more than just good networking. A great hire must be able to execute specific, tangible objectives to take your company to the next level, and impact your bottom line.

The **Performance-Based Search System** defines those critical results with you, and attracts the best performers. With targeted custom sourcing and an extremely accurate assessment process, we provide candidates with full confidence they can do the job.

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## STEP 1- UNDERSTANDING COMPANY / POSITION

We want to know how the new executive will fit into your plans and environment. We will visit your site, understand your current culture and goals, and the issues and challenges you are facing. We will also discuss the recruitment road map and sourcing.

## STEP 2- RESEARCH / PROJECT SET-UP

Our expert in-house sourcing team finds candidates other firms can't - high performing "A Players" and "passive" candidates. Every project is custom-sourced to your specific needs. We create a detailed Performance-Based Position Profile focused on specific results you need from the hire. We also identify the values, beliefs, and character traits the successful candidate must possess to fit in your culture, and succeed in producing the desired outcomes.

## STEP 3- RECRUIT / EVALUATE CANDIDATES

Our Performance-Based approach gets a high yield of precisely targeted individuals, with the motivation, and the specific ability to achieve your critical results. We also learn the person's values, beliefs, goals, priorities, motivation, work style, etc. to ensure a great fit in your culture.

## STEP 4- CLIENT CALIBRATION / EVALUATION

We present a detailed candidate package which includes highlights of capabilities, work history, motivation, compensation analysis, etc. We assist in arranging interviews and provide our clients with an interview guide, tips, and assistance on preparing your team for the interviews - everything to make your evaluation as easy and effective as possible.

## STEP 5- CLOSING / ONBOARDING

Once the ideal candidate is selected, we advise and assist by extending the offer and obtaining candidate acceptance. We also facilitate the onboarding transition. After the new hire is on board, we can help clarify, refine, and achieve alignment on the expectations and communication style with the employer and the new executive, to ensure early and continuing success.







# MEET THE TEAM

The team at BOB Search are experts at finding “A” players for companies throughout the Aerospace and Defense industries.



**RYAN BOYLE**  
PRESIDENT

Ryan joined BOB Search in 2012, where he now serves as President, handling all aspects of executive search management and execution. He additionally handles all finance and administrative matters for the company. Prior to BOB Search, Ryan spent 10 years in various accounting and finance roles including corporate financial management, FP&A, audit, and merger and acquisition due-diligence.

He began his career at KPMG, and holds a Bachelor of Accountancy from the University of San Diego.

Ryan is actively involved in the Aerospace Industries Association (AIA).



**JEFFREY TYSON**  
VICE PRESIDENT

Jeffrey joined BOB Search in 2014, where he currently serves as Vice President. Jeffrey focuses on overall client management and recruiting of executive searches for the firm, in addition to overseeing all marketing efforts. Prior to joining BOB Search, Jeffrey began his career in marketing, eventually overseeing management and activation of marketing and promotions strategies for various consumer product organizations. Jeffrey brings extensive experience in consumer products based businesses and the challenges facing middle market companies.

Jeffrey holds a Bachelor of Arts Degree in Marketing & Communications from California State University, Long Beach.

Jeffrey is actively involved in the Aerospace & Defense Forum of Orange County.



**MICHAEL BOYLE**  
FOUNDER

An 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, private equity-backed, and entrepreneurial businesses, and he has worked in the defense, commercial, and business aircraft sectors. His key clients include Northrop Grumman, Gulfstream, GE Aviation, Senior, GKN, and Zodiac, as well as many other subsystem, component, and MRO organizations.

Michael holds a Bachelor of Science degree from Penn State University, and has been in the executive search profession since 1979 as a founding Partner of the firm.

Michael is active in many industry groups, such as the Aerospace Industries Association (AIA), The Aerospace & Defense Forum, Association for Corporate Growth (ACG) and National Business Aviation Association (NBAA).