

**RECRUITING THE FINEST
MANAGEMENT PROFESSIONALS
WITHIN RESTAURANTS, PRIVATE
CLUBS, HOTELS & RESORTS**

MULTI-UNIT MANAGERS
DIRECTORS OF OPERATION
REGIONAL MANAGERS
GENERAL MANAGERS
RESTAURANT MANAGERS
FOOD SERVICE DIRECTORS
FOOD & BEVERAGE MANAGERS
DIRECTORS OF SALES
DIRECTORS OF MARKETING
CATERING MANAGERS
BANQUET MANAGERS
MEMBERSHIP DIRECTORS
FINANCIAL CONTROLLERS
HUMAN RESOURCE DIRECTORS
RECRUITING MANAGERS
EXECUTIVE CHEFS
SOUS & BANQUET CHEFS
KITCHEN MANAGERS
BEVERAGE MANAGERS

FOR ADDITIONAL INFORMATION, CONTACT:

SCOTT A. SAMUELS
PRESIDENT

TEL: (800) 530-9875

SCOTT@HORIZONHOSPITALITY.COM

WWW.HORIZONHOSPITALITY.COM

**FINDING THE RIGHT MANAGER
IS LIKE FINDING THE GREEN....
IT'S ALL IN YOUR APPROACH!**

"Find out how our approach makes all the difference"



HORIZON HOSPITALITY
ASSOCIATES, INC

The Leading Management Recruiting Firm
for Restaurants, Private Clubs, Hotels & Resorts



OUR APPROACH TO THE RECRUITING PROCESS MAKES ALL THE DIFFERENCE

Why consider using a Search Firm?

Unsure whether a search firm will really be helpful? Here are some of the benefits you could expect from using a professional search organization...

Cost: There are direct and indirect costs associated with conducting a staff managed search. A professional search firm will save you a significant amount of these recruiting costs and the tasks that would take staff away from their regular duties.

Time: The average length of a staff managed search is 5 to 8 months; a good search firm will help you expedite this process considerably.

Resources: A good professional search firm will find exceptional and experienced candidates regardless of the market conditions or competition.

Expertise: Professional search firms are continually speaking with prospective candidates—they will have first hand knowledge of the field.

Objectivity: Going outside to conduct a search assists in bringing a level of objectivity and credibility to the process that encourages the applications of candidates who might not otherwise apply.

Screening: A professional search firm presents a process for the uniform and comprehensive screening of candidates that insures that the pool of candidates is diverse and qualified in all ways.

Negotiations: As a third party, a candidate may freely offer hidden objections to a search firm that you, as a potential employer would never hear.

Confidentiality: The benefit a professional recruiting firm is their ability to maintain strict confidentiality during a search.

Our Retained Search

This exclusive search represents our most comprehensive search and the successful completion of your search is guaranteed. During the search process, Horizon Hospitality will function as an extension of your Human Resource Department. While working closely with you, we will establish specific interview timeline, search objectives and goals. The typical timeframe to complete a Retained Search is nine weeks - from the time we begin the search until your new employee begins work. Should your new employee terminate for any reason, our replacement guarantee provides you with added protection for up to a one-year time frame. Additional services of our Retained Search include:

- Written Job Descriptions & Position Specifications
- Development of a Compensation Package
- Development of Incentive/Bonus Structure
- Reference Checks & Background Verification
- Psychological Profiles & Aptitude Testing

Our Contained Search

A non-exclusive search for those companies who wish to utilize other recruiting resources, in addition to ours. For a small pre-paid fee, Horizon Hospitality will provide you with a specified number of qualified candidates within 14 days of the search beginning. All of these candidates will possess the background and experience which meets your specific requirements. An additional fee will only be required if you hire a candidate that we have presented. Our candidate replacement guarantee will be provided should your new employee terminate for any reason. Upon search completion, you are assured of using all of your resources to secure the finest candidate!

Our Contingency Search

These searches are typically conducted with our clients that have multiple or continual needs. Fees for Contingency Searches are due immediately upon hiring a candidate presented by our firm.

Why use Horizon Hospitality?

Selecting the best firm for your specific search is never easy. Here are a few reasons that Horizon Hospitality is the best option for your company...

Industry Experience: All members of our recruiting team have held executive-level positions within the Restaurant, Club and Hotel Industry—we know and understand this business first hand!

Regionally Located: With eleven regional offices from coast-to-coast, we are truly tapped in to the top talent within the hospitality industry nationwide.

Exceptional Reputation: Our reputation and client references will speak for themselves. We will never cross the lines of confidentiality or trust.

Candidate Sourcing: Using numerous resources to conduct each search, represent one of our greatest assets. Our proprietary database houses the resumes of over 95,000 hospitality industry professionals throughout the country.

Selection Tools: We continue to utilize the finest pre-employment screening tools to maximize the potential for success of your new employee and assure they are truly qualified to join your team.

Replacement Guarantees: In the rare instance that your new employee does not work out, our replacement guarantees will provide you with added security.

Consultative Approach: As we are always seeking long-term partnerships with our clients, we will provide you with a wealth of resources during the search process to assure you have set up your new employee for success. These services range from the development of performance-based bonus plans to benefit analysis.