



HORIZON HOSPITALITY
ASSOCIATES, INC

EXECUTIVE SEARCH & RECRUITING FOR THE HOSPITALITY INDUSTRY

LEARN WHY HORIZON HOSPITALITY IS THE RECRUITING FIRM OF CHOICE FOR HOSPITALITY COMPANIES ACROSS THE COUNTRY!

Founded in 1998 by Scott A. Samuels, Horizon Hospitality is backed by collective industry experience of 200+ years. This translates into an in-depth understanding of the management and human resource needs that are unique to the industries we serve – an unmatched combination! We understand firsthand the importance, impact and cost of every hiring decision. At Horizon Hospitality, our job is to make this process simpler, faster and more cost-effective for our clients.

Industry Experience: All members of our recruiting team have held executive-level positions within the restaurant, club and hotel industries. We have first-hand knowledge of the business!

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

Candidate Sourcing: Access to the most innovative recruiting resources during the search process ensures our ability to secure the finest talent available. In addition, our proprietary database houses the resumes of over 235,000 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 and collaborative 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 benefits analysis.

Unparalleled Resources: Horizon Hospitality is a member of the Sanford Rose Associates® (SRA) Network of Offices. Executive Search Review recognized the totality of the SRA network as being one of the Top 10 Search Firms in North America. This highly exclusive network has ensured the brand and reputation of Horizon Hospitality remains unparalleled in terms of professionalism, performance, and service that exceed our clients' expectations.

Horizon Hospitality continues to be recognized as the leading source of talent for hotels, resorts, restaurants, country clubs and other hospitality-related industries. Since 1998, Horizon Hospitality has successfully placed thousands of executive-level, vice president, director, management, sales and culinary professionals nationwide.

"There are many companies out there offering human asset recruitment services, but proof is always in performance. The recruiters at Horizon have been "delivering" without wasting our valuable time doing time consuming pre-interview tasks which is very important to us!"

Tim Schneider, Director of Operations, Kinseth Hospitality





Our recruiting team will work with you in customizing a search solution to meet your company's needs.

OUR RETAINED SEARCH

An exclusive search where we function as an extension of your human resource department.

- » Specific timeline and objectives established - typical time frame from beginning search to start date is 6-9 weeks.
- » Pre-employment screening includes background investigations, reference checks, employment verification, behavioral and cognitive testing.
- » Extended replacement guarantees for up to one-year should a candidate leave your employ for any reason.
- » Our most extensive and comprehensive search!

OUR CONTAINED SEARCH

A non-exclusive search for those companies who wish to utilize other recruiting resources, in addition to ours.

- » Guaranteed Results - 4 to 6 highly qualified candidates will be produced within 14 days of the search commencing.
- » A nominal upfront fee is required with no back end fee due unless you hire a candidate we have presented.
- » 90-day replacement guarantee should a candidate leave your employ for any reason
- » Upon search completion, you are assured of tapping into all of your resources and having secured the finest candidate available!

RECRUITMENT PROCESS OUTSOURCING (RPO)

RPO is a recruiting solution to consider when your needs/requirements exceed 25 hires in a calendar year. Horizon Hospitality will function as your company's internal recruitment department and can manage the entire recruiting and hiring process. Our goals are to improve a company's time to hire, reduce cost per hire, increase the quantity and quality of the candidate pool and provide verifiable metrics. Horizon Hospitality's RPO solution will provide you with the most cost-effective recruiting solution with the fastest response times in the industry.

"Horizon Hospitality has exceeded our expectations. Given the difficult task to come up with an outstanding candidate in a very tough market, they delivered. We were provided continuous updates on each step of the search. Not only did they deliver, they managed the communications flow with the candidate in an exceptional manner. As a recruiting professional with over 20 years of experience, I would strongly endorse Horizon Hospitality as a business partner for getting the job done."

Rodger Sellers, Director of Recruiting, Davidson Hotels & Resorts

"Horizon Hospitality continually provides excellent candidates for our business. They are engaged from the start, getting a thorough understanding of the positions we are recruiting for, and then screening effectively to make sure we just have the best to choose from. Because of their diligence and understanding of our needs, we don't have to conduct nearly as many interviews to find the right people for our open positions. I would highly recommend Horizon as a business partner for anyone's recruiting needs in the hospitality industry."

Josh Hodapp, Vice President of Operations, Dean & DeLuca

"We had a really hard time finding qualified candidates during our most recent search, and turned to Horizon in an attempt to speed up the process. They somehow managed to get several quality prospects through their connections in this area. It didn't take long to identify the person we wanted to hire and we are very pleased with the results!"

Mike Zigler, General Manager, Spring Run Golf Club



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