



HENSON PARTNERS, INC.

◆ SPECIALIZED EXECUTIVE SEARCH ◆

THE HENSON PARTNERS, INC. STRATEGIC ADVANTAGE

Henson Partners, Inc. provides conscientious, performance-based executive search and consulting services to client companies and industry professionals within the Food Processing and Consumer Products industries. Founded in 1997 and headquartered in Fountain Hills, Arizona.

We understand that identifying and attracting top level talent represents a significant challenge for most companies. Here's why: typically, the ideal candidates, those individuals representing the top 20% of the talent pool, do not post their resumes on the internet. In most cases, they are not reviewing the classifieds or perusing the online job boards. Motivating these individuals into an active candidate role is why we are here, and it is what we do best: we identify, directly approach and professionally entice top level talent to evaluate our clients' opportunities.

At Henson Partners, Inc., we differentiate ourselves from our competition by our belief that the only way to 'deliver' such talent to our clients is to conduct a direct and proactive recruitment campaign, relative to our client's specifications for each search. We approach our business with the principles of professionalism, integrity, and conscientious service. We do not advertise for candidates nor do we rely on internet posted resumes. We actively recruit and our consultative approach to targeted individuals generates potential candidates for our client's openings. Our ability to attract qualified candidates is facilitated by our industry knowledge and credibility. Since we came from the same industry in our earlier careers, we walk the walk and talk the talk. This gives us an additional advantage of being able to conduct searches with specialized industry knowledge and an established network of Food Processing and Consumer Products Industry contacts.

We are committed to establishing long-term, consultative client and candidate relationships based on professionalism, integrity, and conscientious service. Upon engagement we approach each search with a sense of urgency. To deliver on our commitment, we have adopted the following strategy for success:

Credibility Through Experience

- ◆ Founded by Jeff Henson, a 30-year Food Processing Industry executive with a BS in Food Science from the University of Illinois, 3 years technical experience, and nearly 27 years recruiting experience specifically within the Food and Consumer Products Industry.

Specialized Industry Expertise

- ◆ All members of the Henson Partners, Inc. management team have worked within the food processing or consumer products industries before joining our firm. This firsthand industry experience gives us an intimate understanding of the unique set of experiences, skills and talents that will match your firm's needs. As industry experts, we stay on top of industry trends and technologies and work to maintain the most comprehensive network of valuable industry contacts.



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And, most importantly, we know how to leverage that network to identify and qualify candidates for your most important and time-sensitive assignments.

Proprietary Tools

- ◆ We provide our consultants with extensive resources for researching and sourcing potential candidates. Our customized, industry-specific database software is designed to facilitate targeted search efforts and is one of the most comprehensive available.

Planning & Execution

- ◆ Before beginning each engagement, we thoroughly discuss our client's expectations. We then give our clients a realistic estimate of when to expect qualified candidates and the overall project timetable. We recognize the need for urgency associated with key candidate search activity. Our experience, tools, and industry knowledge enable us to be thorough as well as expedient.

Conscientious Performance

- ◆ Henson Partners, Inc. has the performance edge over other firms due to our specialized industry knowledge, our vast network of contacts throughout the industry and our state-of-the-art technical infrastructure. We deliver only the best talent available to our clients.

At Henson Partners, Inc. we view our ability to generate repeat business with our clients a key measure of our success. Further, we believe that our clients' continued business is a privilege which we 'earn' through performance on past or current search activity. Should you choose to put us to the test we will gladly accept the challenge by demonstrating our capabilities to you!

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