

EFL Associates: Specialists in the Art of Recruiting

EFL Associates' philosophy is simple – for a company to be successful, talented leaders are needed. Our firm boasts over three decades of history in recruiting top-notch talent to critical organizational roles.

Recruiting key personnel is both an art and a science. In today's competitive environment, the science of recruiting tends to be a given. What distinguishes EFL Associates from other search firms is the mastery our consultants possess regarding the artistic or intuitive side of recruiting. Every consultant employed by EFL Associates has been successful in other walks of life. They have honed a natural sixth sense to effectively assess organizational cultures and chemistry in linking talented individuals to senior-level positions.

Our consultants are experts in the process of recruiting and applying our search methodology to virtually every industry and functional discipline.

Industry Specialties	Functional Expertise
<p>EFL Associates has experience across multiple industries ranging from startups to Fortune 100 companies.</p> <p>Specialty practices include:</p> <ul style="list-style-type: none"> ▪ Financial services ▪ Nonprofit organizations ▪ Life Sciences/Biosciences ▪ Higher Education ▪ Public Pension & Benefits ▪ Energy & Utilities ▪ Engineering & Construction ▪ Board of Directors ▪ Private Equity ▪ Transportation ▪ Interim Executive 	<p>Our firm recruits within numerous functional disciplines within an organization.</p> <p>Typical positions include:</p> <ul style="list-style-type: none"> ▪ General Management/Operations (CEO, President, COO) ▪ Board Members ▪ Finance/Accounting ▪ Human Resources ▪ Sales ▪ Marketing ▪ Fiduciary (Legal, Audit) ▪ Information Systems ▪ Research & Development ▪ Higher Education Administration & Faculty

EFL Associates is a retained executive search firm and an affiliate of CBIZ, Inc. company (NYSE: CBZ). With the backing of a stable, publicly-held organization, EFL Associates combines the scope and reach of international search firms with the high touch, personal service of a boutique firm. EFL Associates offers our clients three distinctive characteristics – knowledge, experience and methodology. When you have a key position to fill, you and your organization should know that EFL Associates:

- Was founded over 30 years ago with offices in Kansas City, Denver, New York and St. Louis
- Has successfully completed search assignments in 48 states and eight foreign countries
- Ranks in the top 2% of the 2,500 national, retainer-based search firms
- Relies on the expertise of a full-time, in-house professional research staff to support recruiting activities
- Reports a proven track record of fostering long-term relationships – more than 70% of the firm's assignments originate from existing or historical clients

If you seek to partner with a recruiting organization that demonstrates these qualities and intuitively understands the nuances of making the lasting match, then you have found your search firm: EFL Associates.