

Good thing you've found Patrice & Associates. Your partner in executive search. A strong leadership team is the fuel for your company's growth. GREAT executives can drive GREAT results. But they are hard to find. There's so much to consider, and that's why having a partner like Patrice & Associates is so critical. You get our decades of experience, our massive network of recruiters and our work ethic that doesn't stop until you've hired the executive rock star you weren't sure even existed.

Got a service-related business? Why not work with the experts in hospitality, service, and related industries?

Finding that elusive leader is the work of seasoned pros only, not entry-level staffers. This is about networking, and who you know, what resources you can pull in. It's where experience, wisdom, and a long list of trusted business relationships come together. And no firm has more of that than Patrice.

Bye-bye, frustration.  
Hello happiness!

Call Patrice & Associates.  
We'll get you to GREAT!



Patrice  
& ASSOCIATES®  
Executive Recruiting

Top  
Recruiter  
in North  
America

Patrice & Associates has been named one of the top executive search firms in North America.



Patrice  
& ASSOCIATES®  
Executive Recruiting

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Let's get you to GREAT™

GREAT leaders make things happen.

Finding them is another story.

Past experience, future potential, and culture fit.

Work with Patrice & Associates, and you get a team of experts—business owners who are highly motivated to help you succeed—and who have spent their careers in business and recruiting. They know the mission: find you top executive talent, GREAT executive talent that has that rare combination of experience, potential and fit. One without the other just doesn't work.



This is how it's done.  
And you can't do it yourself.

When you're looking for leadership, discretion, and confidentiality are paramount. That's why the level of search that you need to find GREAT talent is impossible to do yourself. You need a third party, Patrice & Associates, working on your behalf. Yes, we are used to flying under the radar.

Work with us, and you'll know why people say we're different.

- Higher quality candidates  
Leverage our decades of expertise in service- based industries and get the dream leadership that can help your company succeed.
- One point of contact  
Your Patrice & Associates Pro can be your one point of contact that will coordinate the search, deploying a confidential, coast- to- coast "strike team."
- Efficient and streamlined processes  
Let us perform deep dives on candidates so you can make your choices from the best possible talent.
- A coaching approach  
Work with us and you have your own personal Talent Acquisition Coach. Together we'll identify and "discover" the candidate(s) who will have the most bottom- line impact.
- Client centered focus  
Your needs, wants, and communication preferences come first. They are the center of the talent acquisition process.

## Positions we fill

Chief Administrative Officer  
Chief Executive Officer  
Chief Financial Officer  
Chief Marketing Officer  
Chief Operating Officer  
Chief People Officer  
Chief Technology Officer  
Controller  
Director of Human Resources  
Executive Vice President  
Regional Vice President  
Risk Governance & Compliance Officer  
Senior Vice President  
Vice President HR  
Vice President Marketing  
Vice President of Construction / Real Estate  
Vice President Talent Acquisition  
And more

### Client Intake

We develop a complete profile of your company, including identifying market position, value differentiators, and talking points to market your company to top-tier candidates.

01

### Ideal candidate profile

We create customized search assignments based on your ideal candidate profile for the position.

02

### Search strategy and plan

We outline a complete sourcing strategy with timelines for the presentation of the candidates so we can be certain you see and can select from candidates that meet the requirements of your vacant position.

03

### Candidate presentation

We present the candidate profiles to you and your company with comprehensive back up materials that detail the matching criteria and how it measures up to the search assignment.

04

### Client interview process

You interview the candidates and we work with you to narrow down the search to the top tier candidates. We present the final reference and background check information.

05

### On-boarding process

We work with you to develop a candidate offer and actively manage the compensation package negotiations. It's the offer-to-acceptance process from beginning to end.

06

### Final selection process

We coach you through the final stages of the recruiting process, covering details before, during and after the executive is on-boarded.

07