



## About Us

Future Focus, LLC was founded in 2002 on the basic idea that there HAD to be a better way. Through a desire to stand apart from those executive search and recruitment firms that were earning the industry an undeserved “black eye”, honesty and integrity were to be the foundation upon which all of our other principles would be built. We sought to help our clients obtain meaningful, reachable candidates, not just fill empty chairs with warm bodies. We place director level decision makers in positions at small to mid-size, local companies as well as international Fortune 500s. We specialize in high profile IT, financial industry and field service engineer positions. Through a comprehensive learning process, we seek to understand our clients’ business and their individual needs. We are not high volume order-takers or customer service representatives. We are skilled, knowledgeable subject matter experts. We are CPAs, MBAs, and PhDs with degrees, affiliations and accreditations in our related fields of expertise. Our senior management team, collectively have over 50 years of experience in the industry and over 80 years of business experience.

Our approach to recruitment is different from any other firm in existence today. It is not a boilerplate, one-size-fits-all solution that is handed to you regardless of your size or industry. It is a tailor-made, individually crafted approach based on your specific criteria. We go to an unprecedented level of understanding through in-depth interviews and independent investigation with a sense of urgency to obtain the very best “A-level” candidates. As such, we act as powerful advocates and ambassadors for our clients

becoming the first impression their candidates experience with the company. We conduct business the old fashioned way, with the added benefit of today's technological advantages. We are one of the only recruitment firms in the nation using an actual documented process in our search methods. We are on the cutting edge of our industry through continual process improvements. We're utilizing technology developed by NASA and personality profile evaluation methods in order to benchmark best-in-class profiles and test against them to identify optimum candidates. We do not simply throw 50 resumes at you and hope that one of them works out. We don't use job boards. We actively network with professionals who are staying current in their respective fields to reach the most qualified passive candidates that otherwise might go undiscovered.

In short, the demand for highly skilled talent is great and the supply of actual, reachable candidates is very low. Hiring the wrong person can cost you as much as 20 times their annual salary, while choosing the right one can significantly add to your bottom line. We give this very important investment into your company the attention that it deserves. It is what makes us "the fresh approach" to your search and recruitment needs.