

Why J E Oller Associates?

Research:

J E Oller Associates' has access to the best and most diverse research professionals in the industry and is not limited to the use of internal database information and/or resources. If the search requires that candidates be identified from two or more distinctly different industries, J E Oller Associates will retain additional research professionals who are expert in the required industries. Most, especially the largest, executive search firms are forced to use their internal resources regardless of areas of expertise.

Consultant's extraneous duties and challenges:

José Oller is fully dedicated and committed to each search and its successful and expeditious outcome. He is not bound by rigid corporate structures, such as having to use certain individuals to conduct research or source candidates. José takes an active role in the research process and delegates no part of the candidate selection process (i.e. resume review, qualifying, selecting, interviewing and client report preparation.).

Cost:

All major Executive Search firms charge on the basis of 1/3 of the total first year cash compensation, including base and bonuses, plus additional administrative costs which can be as high as 15% of the fee. J E Oller Associates is interested in establishing long-term relationships with its clients. To that end, the firm will work with you to develop a customized package which will be mutually beneficial.

Consultant:

José Oller has over 30 years of hands-on experience in operations, customer service, strategic planning and marketing and sales, with extensive executive search expertise in all the financial disciplines as well as many other operational and business development functions.

In his commitment to client satisfaction, José accepts and executes a maximum of five searches under contract, provided they are not all in the initial stages of the process which typically requires the most time, focus and intense effort. Unlike his colleagues at major search firms, José has no quota to fill or required fees to be billed, avoiding having

to solicit and accept as many searches as possible.

An important consideration for clients is the issue of "off-limits." All the major firms are severely constricted in their ability to attract and approach candidates by virtue of the number of practitioners and the excessive number of clients within the same industry. JE Oller Associates has no such constriction.