



CAPSTONE  
SEARCH ADVISORS

Learn why leading companies nationwide today rely on us for their hiring needs. We're ready to make an impact.

# Elevate **Your Success**



A man in a suit is seen from behind, standing in front of a large window. The window reflects a city skyline with various skyscrapers. The scene is bathed in a cool blue light, creating a professional and modern atmosphere.

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## OUR PHILOSOPHY

At Capstone Search Advisors, we work with companies who understand the importance of process. A partnership with us means we're an extension of your organization. We take the time to listen and learn everything about your company and needs before we'll ever ask you to sign a contract. Only when a relationship is mutually beneficial and we can provide true value, do we engage in a customer relationship.

## ABOUT CAPSTONE SEARCH ADVISORS

Capstone Search Advisors is a nationally focused retained and contingency search firm who partners with start up, middle-market, and Fortune 500 companies.

We provide global talent acquisition for operations, engineering, supply chain, continuous improvement, accounting/finance, sales & marketing, and human resources.

In our 20+ years of business, we've formed partnerships with thousands of companies across the US and Europe. In fact, 70% of our business comes from satisfied, repeat customers.

Each of our Search Consultants and Practice Leaders have expertise within specific industries and business initiatives, making them an invaluable resource during a time of high growth or transition.

***We'll let our numbers speak for themselves***

On contingent searches, our success rate is 65% – on retained searches, it's 97%. These numbers prove that we provide our clients with excellent talent and a great cultural fit.

**A FILL RATE OF**  
**97%**  
**ON RETAINED SEARCHES**



Capstone Search Advisors is an eight time winner of the ClearlyRated's Best of Staffing Awards. This award identifies the staffing industry's elite leaders in service quality and proves their commitment to their client and talent experience.

***Ranked on Forbes' "America's Best Professional Recruiting Firms" list — 2017 to 2020, & 2023.***  
***Ranked on Forbes' "America's Best Executive Recruiting Firms" list — 2023.***



A close-up photograph of an industrial machine, likely a laser cutter or welder, in operation. The machine's head is positioned over a workpiece, and a dense spray of bright orange sparks is being ejected from the point of contact. The machine components are metallic and industrial in design, with various bolts, springs, and hoses visible. The background is dark, making the sparks stand out prominently.

Our mission is to consistently  
match top-performing companies  
to great talent through a positive  
and seamless recruitment  
experience.

When you succeed,  
we succeed.

# MEET THE CAPSTONE LEADERSHIP TEAM



**Mike Erney**  
Managing Partner

Mike has more than 20+ years of experience in human capital management & leadership selection. He has a strong track record of success, delivering talent solutions to middle market organizations, private equity firms and Fortune 500 companies. Mike is an expert in global talent acquisition for Operations, Engineering, Finance, IT, and Supply Chain.

Mike helps companies improve their bench strength and offers a step-by-step approach to building a powerful talent strategy that will ensure the perpetual availability of potential leaders. His wide knowledge of the recruiting industry enables him to quickly understand the challenges of his clients, thereby helping them solve problems, develop alternatives and find creative ways to promote their businesses. Mike has successfully completed searches for over 150 clients nationwide.



**Corey Callahan**  
Partner



**David Marquez**  
Partner



**Art Ivanov**  
Practice Director



**Marc Kotora**  
Partner

See the entire Capstone team on our website.

**GO**



# OUR DEFINED PROCESS LEADS TO SUCCESS

Our retention rate is 98% after one year. And after three years, 90% of our placements are still working at the company we paired them with. This far surpasses the average retention rate.

## **We work with expertise.**

You have your own niche, and so do we. When we identify a candidate for your organization, we do so strategically, with longevity in mind.

## **We work with timelines.**

A sense of urgency drives a successful search, and setting expectations ahead of time helps everyone to stay collectively focused.

## **We work with direct communication.**

You tell us your specific goals and concerns, and we'll work to ensure your expectations are met.

## **We work with potential and with culture.**

It's more than just a checklist of requirements. We look for candidates that will add value to your organization, rather than candidates who simply "fill a position."



# OUR FUNCTIONAL EXPERTISE

Our dedicated Practice Leaders and Search Consultants each work within a few highly-specialized industries to ensure their market expertise. Our specialized model helps us to consistently deliver superior results and a seamless recruitment experience. We are recruiting experts in all facets of manufacturing from the plant level to corporate.



**OPERATIONS**



**SUPPLY CHAIN**



**INFORMATION  
TECHNOLOGY**



**SALES &  
MARKETING**



**ENGINEERING**



**CONTINUOUS  
IMPROVEMENT**



**HUMAN RESOURCES**



**FINANCE &  
ACCOUNTING**

Visit our website to get details on the functional expertise we specialize in.

**GO**

# INDUSTRY EXPERTISE

Capstone Search Advisors partners with organizations of all sizes across numerous industries and sectors. Each of our search advisors has dedicated expertise with specific practice areas and business initiatives, making them invaluable resources to our clients. Whether you are in a high-growth situation, a turnaround, or simply need a high-impact leader, we can help you solve your most critical hiring needs.



**MANUFACTURING**



**AUTOMOTIVE**



**AEROSPACE**



**PACKAGING**



**AUTOMATION**



**SUPPLY CHAIN**



**FOOD & BEVERAGE**



**BUILDING  
MATERIALS**



**METALS**



**PLASTICS**



**GLASS &  
CERAMICS**



**CONSTRUCTION**

Get more details about industry expertise on our website.

**GO**





## PRIVATE EQUITY PARTNERSHIPS

We understand private equity and the high sense of urgency in the process. We thrive on finding top-caliber professionals who are capable of creating value. Our talent standards are tailored to the rigorous and unique realities of private equity investment. Our mission is to drive performance for our private equity clients.

We advise CEOs, Board of Directors and key executives on human capital issues. Our expertise include completing searches for: Portfolio Company key-hires (C-suite, VP, Controller, Operations Management), Private Equity (Managing Partners, Operating Executives, Senior Associates) and Board Directors.

We maintain advisory relationships with our private equity clients by attracting only the best and brightest to our team. Our search consultants come from well-rounded backgrounds in operations, finance, investment banking and risk management.

## EXECUTIVE SEARCH

Companies and markets are continuously changing, putting pressure on organizations to identify the right leaders. At Capstone Search Advisors, our team focuses on executive level searches for small cap and middle market companies. We offer retained search options for our clients to fill key leadership positions such as:

- President
- Executive Vice President
- Chief Executive Officer (CEO)
- Chief Operating Officer (COO)
- Chief Financial Officer (CFO)
- Chief Information Officer (CIO)
- Chief Human Resources Officer (CHRO)

## AVERAGE TIME TO FILL:

**47**  
**DAYS**

**AVERAGE TIME TO SUBMIT:**

**4**  
**DAYS**

## AVERAGE RETENTION RATE AFTER THREE YEARS:

# 90%

We offer a variety of search options that are suitable for your needs. We can also develop a custom solution that's right for your organization.



## EXECUTIVE SEARCH

**Get more details about our recruitment solutions on our website.**

GO



# Want to **elevate** **your success?**

Capstone Search Advisors is your partner for  
retained & contingent searches.

We provide global talent acquisition for Operations,  
Engineering, Accounting/Finance, Supply Chain, Sales/  
Marketing, and Human Resources. We will analyze your  
situation and recommend a solution to fit your needs.

***We are better than our competition, and will do  
everything we can to show you what it means  
to hire smarter.***



**CAPSTONE**  
SEARCH ADVISORS

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