

 **Steven Douglas** is committed to a culture where experienced recruiting and client service professionals can truly act as trusted advisors that care about people and put relationships first, act with integrity, and give back to the community all while providing industry leading services.

WHO WE ARE

StevenDouglas, one of the nation's leading boutique Search and Interim Resources firms, has been a recognized leader in identifying and providing access to top talent for clients since 1984. Our client base is industry agnostic and ranges from start-ups and emerging middle-market to Fortune 500 companies and private equity firms. We approach the work we do for clients and candidates as trusted advisors that help provide the tools and process necessary for success. Whether it's a company preparing to go to the next level, or a candidate looking for better opportunities, we keep the focus on the needs of the people we serve. It is never about us.

StevenDouglas recognizes that our responsibility to those we work with goes far beyond just being a recruiting and interim resources firm. It's way bigger than that – people are not just assets to us. Our clients and candidates are trusting us to guide them to make the best decisions for their careers or their companies, which are ultimately major decisions that impact their success.

The firm prides itself on all the long-term relationships it has with both clients and candidates. Many of these connections have existed for over 10, 20 and even 30 years because StevenDouglas values treating everyone with the same respect and diligence as a close friend or family member. We don't try to be everything to everybody and covet quality over quantity. Our focus is connecting the right talent to a company's needs while understanding what the market demands.

CORE VALUES



Relationships First - We put our relationships with our candidates and our clients first—period. Nothing means more to us than ensuring that we maintain honesty, trust, and integrity with every single person we do business with.



Experienced Professionals - As a destination employer with a great culture, we are able to attract and retain highly talented and experienced industry veterans. We take great pride in knowing that our team's cumulative knowledge and average of 15 years of experience in our industry, benefits both our clients and candidates every single day.



Giving Back - Giving back to our community and to those in need is a huge part of our company culture. Everyone at StevenDouglas is encouraged to lead and participate in charitable endeavors, as well as donate as much resources as they can to help others.



We're "People" People - Our careers are our livelihood. Just as a good career decision can change someone's life—so can a bad one. Because we care about how this impacts people, we take what we do VERY seriously.



WHAT STEVENDOUGLAS STANDS FOR

Ethics

Doing things the right way. Upholding consistent best practices, professional standards and integrity with everyone we work with.

Respect

Treating everyone internally and externally with respect and authenticity.

Trusted Advisors

Supporting clients and candidates with knowledge and experience in the industries and areas of expertise that we serve.