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Distribution Targeting Options

Normally, when you order this service, we will review your background and goals and get back to you with our suggested targeting strategy and contact list. However, please feel free to review the options and make suggestions if you believe different targeting criteria would be better.

Industry Choices (Select up to 10):

Even if you think you can work in any industry, you should not choose all the industry categories or leave the industry choice blank when using the database. The reason is that you may end up sending your resume to recruiters with very narrowly defined industry niches. These recruiters only want resumes from candidates in their small industry niche.

Instead choose Generalist in the industry category and then perhaps 6 or so other industry categories that seem to make sense for your experience.

The database system allows you to select from a list of 100+ industries. In selecting from the industry list, choose the industries where you have the most experience. Recruiters are looking for matches to their current assignments and will contact you only if you have the right industry or position experience.

Venture Cap/PE professionals are looking for management for client/portfolio companies. They will contact you only if you are a senior level executive in their client/portfolio firms' industry.

accounting	advertising	aerospace
aggregates	agriculture/business	apparel
architects	automotive	banking
biotechnology/equipment	boats/marine	broadcasting
brokers	building products/systems	chemicals
communications	computers	computer services
construction	consulting	consumer
consumer packaged goods	cosmetics	credit/credit card
data processing	defense	direct marketing
drugs	e-commerce	education
electronics	energy	engineering
entertainment	environmental	equipment
executive search	film	financial services
food and beverages	forest products/pulp/paper	franchising

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furniture and fixtures	gaming	generalist
government	hazardous waste	healthcare/hospitals
hi-tech	higher education	hospitality
hotels/restaurants	human resource services	industrial
information technology	instruments	insurance
internet	international	investment banks
laboratories	law firms	leasing
leisure/recreation	lighting	low tech industries
lumber	machinery	managed care
management consulting	manufacturing	marketing
measuring equipment	media	medical
medical devices	metals	mining
most industries	mortgage industry	motor vehicles
natural resources	new media	non-profits
oil & gas	packaging	paper
perfume	pharmaceuticals	plastics
printing	public administration	public relations
publishing	real estate	research and development
retail trade	recruiting	rubber
soap	security services/products	semiconductors
services	software	specialty materials
sports	stone/gravel/silica	TV/radio/cable
test equipment	telecommunications	textiles
transportation	travel	trucks
Utilities	venture capital	world wide web
waste	wholesale trade	wireless communications

Position choices (select up to 10):

The database system allows you to select from a list of 100+ position specialties. In selecting from the position list, choose the positions where you have the most experience. Recruiters are looking for matches to their current assignments and will contact you only if you have the right industry and/or position experience.

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Venture Cap/PE professionals are looking for management for client/portfolio companies. They will contact you only if you are a senior level executive in their client/portfolio firms' industry.

accounting	actuaries	administration
advertising	affirmative action	architects
assembly labor	auditing	automation
board of directors	budgeting	business development
call centers	cash management	credit & collections
chief counsel	chief executive officer	chief financial officer
chief information officer	chief technology officer	chief marketing officer
chief operating officer	clerical	consulting
copyright law	corporate relations	customer service
CXO – chief “X” officer	design	development/fund raising
diversity	drivers	economics
education	engineering	environmentalists
financial	fund raising	general management
generalist	graphic arts/design	help desks
human resources	information technology	intellectual property
industrial labor	international	investor relations
laboratory personnel	lawyers	light industrial
logistics	MIS	management consultants
manufacturing	market research	marketing
materials management	materials planning	medical
merchandising	mergers & acquisitions	most positions
minorities	multicultural	networks/lan/wan
non profit	nursing	operations
operations research	packaging	paralegals
personnel	pharmacists	physicians
physicians/nurses/therapists	planning	plant management
process control	product development	product research

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production	project management	public relations
purchasing	quality	regulatory affairs
research & development	risk management	safety
sales	scientific	secretarial
security	senior management	systems analysis
systems development	systems implementation	taxes
technical	technicians	technical support
telecommunications	traders	therapists
trademark law	training	venture capital

Geographic targeting choices

The database system allows you to restrict your selection by location. But do remember that a recruiter in Los Angeles or New York or Dallas or Atlanta could be working on an assignment in your area. The recruiter will contact you if you are a match for the assignment, regardless of your location. If you are location-restricted, state that in your cover letter. But even if you cannot move, becoming known to recruiters who work in your field is a good job-hunting strategy. *For most searches, we recommend that we do NOT narrow by location, meaning that we would search for firms nationwide, in either the U.S. or Canada or both, as appropriate.*

A venture cap/private equity professional in Los Angeles or New York or Dallas or Atlanta could be working with a company in your area. If you are location-restricted, state that in your cover letter. Even if you cannot move, becoming known to venture cap/PE professionals who work in your industry is a good job-hunting strategy.

United States

Canada

- Middle Atlantic: NJ NY PA
- Mountain: AZ CO ID MT NM NV UT WY
- Pacific: AK CA HI OR WA

- South Central: AL AR KY LA MS OK TN TX
- Midwest: IA IL IN KS MI MN MO ND NE OH SD WI
- Northeast: CT MA ME NH RI VT
- South Atlantic: DC DE FL GA MD NC PR SC VA WV

Alabama

Alabama-Huntsville area

Alabama-Birmingham area

Alaska

Alabama-Montgomery/Southern AL

Arizona-Arizona not Phoenix

Arizona

Arkansas

Arizona-Phoenix area

Arkansas-Little Rock/Northwest AR

Arkansas-Arkansas not Little Rock

California-East Bay Area

California

California-Los Angeles area

California-Irvine/South LA Area

California-Northern CA

California-North Central CA

California-Pasadena/North LA Area

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California-Ontario/East LA Area	California-San Diego area
California-Sacramento area	California-Silicon Valley
California-San Francisco and Peninsula	Colorado
California-South Central CA	Colorado-Colorado Springs/Southeast CO
Colorado-Aspen/Northwest CO	Connecticut
Colorado-Denver/Boulder	Connecticut-Stamford/Southwest CT
Connecticut-Hartford/Northeast CT	District of Columbia
Delaware	Florida-Miami/Southern FL
Florida	Florida-Orlando/East FL
Florida-Northern FL	Georgia
Florida-Tampa/Ft. Myers/West FL	Georgia-Atlanta area
Georgia-Albany/Southcentral GA	Georgia-Savannah/Southeast GA
Georgia-Augusta/Northern GA	Idaho
Hawaii	Illinois-Chicago area
Illinois	Illinois-Peoria/Western IL
Illinois-Mt. Vernon/South IL	Illinois-Urbana/Central IL
Illinois-Rockford/Northern IL	Indiana-Evansville/Southern IN
Indiana	Indiana-Kokomo/Central IN not Indianapolis
Indiana-Indianapolis area	Iowa
Indiana-South Bend/Northern IN	Iowa-Dubuque/Eastern IA
Iowa-Des Moines/Central IA	Kansas
Iowa-Sioux City/Western IA	Kansas-Topeka/Northern KS not Kansas City
Kansas-Kansas City/Eastern KS	Kentucky
Kansas-Wichita/Southern KS	Kentucky-Bowling Green/Western KY
Kentucky-Ashland/Eastern KY	Kentucky-Richmond/Danville/Northeast KY
Kentucky-Louisville/North Central KY	Louisiana-Baton Rouge/Central Eastern LA
Louisiana	Louisiana-New Orleans/SE Louisiana
Louisiana-Lake Charles/Southwest LA	Maine
Louisiana-Shreveport/Northern LA	Maryland-Baltimore/Eastern Maryland
Maryland	Massachusetts
Maryland-Rockville/Western Maryland	Massachusetts-Lowell/Northern MA
Massachusetts-Boston area	Massachusetts-Worcester/Southern MA
Massachusetts-Springfield/Western MA	Michigan-Detroit/SE MI
Michigan	Michigan-Lansing/Central MI

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Michigan-Grand Rapids/SW MI	Minnesota
Michigan-Northern MI/Upper Peninsula	Minnesota-Duluth/North MN
Minnesota-Central MN	Minnesota-St. Paul area
Minnesota-Rochester/South MN	Mississippi-Biloxi/Southern MS
Mississippi	Mississippi-Tupelo/Northern MS
Mississippi-Jackson/Central MS	Missouri-Columbia/Eastern MO not St. Louis
Missouri	Missouri-Louis/Eastern MO
Missouri-Kansas City/St. Joseph area	Montana
Missouri-Springfield/Southwest MO	Nebraska-North Platte/Western NE
Nebraska	Nevada
Nebraska-Omaha/Eastern NE	Nevada-not Las Vegas
Nevada-Las Vegas area	New Jersey
New Hampshire	New Jersey-Elizabeth/Northwest NJ
New Jersey-Camden/Southwest NJ	New Jersey-New Brunswick/Ocean County
New Jersey-Hackensack/Northeast NJ	New Jersey-Princeton/Central & Southeast
New Jersey-Newark area	New York
New Mexico	New York-Binghamton/South Central NY
New York-Albany/Rockland/Dutchess County	New York-Long Island
New York-Buffalo/Western NY not Rochester	New York-NYC Boroughs
New York-Manhattan	New York-Rochester area
New York-Northeast NY	New York-Westchester County
New York-Syracuse/Northwest NY	North Carolina-Asheville/Western NC
North Carolina	North Carolina-Fayetteville/Southeast NC
North Carolina-Charlotte/South Central NC	North Carolina-Rocky Mount/Northeast NC
North Carolina-Raleigh/Northeast Central	North Dakota
North Carolina-Winston Salem/Northwest NC	Ohio-Cincinnati/Southwest OH
Ohio	Ohio-Columbus/Southeast Ohio
Ohio-Cleveland/Northeast OH	Ohio-Youngstown/Northeast OH
Ohio-Toledo/Northwest OH	Oklahoma-Oklahoma City/Central OK
Oklahoma	Oklahoma-Tulsa/Northeast OK
Oklahoma-Southwest OK	Oregon-Portland/Northwest OR
Oregon	Pennsylvania
Oregon-Salem/not Portland	Pennsylvania-Altoona/Central & Northwest
Pennsylvania-Southeast PA	Pennsylvania-Philadelphia area

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Pennsylvania-Harrisburg/South Central PA	Pennsylvania-Scranton/Northeast PA
Pennsylvania-Pittsburgh area	Puerto Rico
Pennsylvania-Washington/Western PA	South Carolina
Rhode Island	South Carolina-Columbia/Central SC
South Carolina-Charleston/Coastal SC	South Dakota
South Carolina-Greenville/Western SC	Tennessee-Central TN not Nashville
Tennessee	Tennessee-Knoxville/East Central TN
Tennessee-Chattanooga/Southeast TN	Tennessee-Nashville area
Tennessee-Memphis/West TN	Texas-Amarillo/North TX
Texas	Texas-Brownsville/South TX
Texas-Austin area	Texas-Dallas area
Texas-Corpus Christi/SE Texas	Texas-Ft. Worth area
Texas-El Paso/West TX	Texas-Houston area
Texas-Galveston/Southeast TX	Texas-New Braunfels/Southwest TX
Texas-Huntsville/Southeast TX	Texas-Tyler/Northeast TX
Texas-San Antonio area	Utah
Texas-Waco/North Central TX	Utah-Utah not Salt Lake City
Utah-Salt Lake City area	Virginia
Vermont	Virginia-Richmond/Lynchburg/Central VA
Virginia-Hampton/Norfolk/Southeast VA	Virginia-Washington DC suburbs/Arlington
Virginia-Roanoke/Northern VA not Arlington	Washington-Seattle area
Washington	Washington-Western WA
Washington-Spokane/Eastern WA	Wisconsin
West Virginia	Wisconsin-Milwaukee area
Wisconsin-Madison/Southwest WI	Wisconsin-Southeast WI
Wisconsin-Northern WI	Canada-Alberta
Wyoming	Canada-Manitoba
Canada-British Columbia	Canada-Nova Scotia
Canada-Newfoundland	Canada-Quebec
Canada-Ontario	
Canada-Saskatchewan	

In addition to the regions and states listed above, users can specify up to three US zip codes and a radius in miles to select firms.

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Frequently Asked Questions:

FAQ: What kind of firms do you include in your recruiter database?

The recruiter database consists primarily of executive search firms and personnel agencies. In addition, we include companies, not strictly executive search firms or personnel agencies, that seek executives for direct or contract hire. These companies include

- turnaround/restructuring management consulting firms, which could be hiring interim employees/managers for their clients and are coded under consulting for both industry and position specialties
- accounting firms, coded under accounting for both industry and position specialties
- IT consulting firms, coded under IT for positions

FAQ: What kind of firms do you include in your venture cap/PE database?

The venture cap/PE database consists primarily of traditional venture capital and private equity firms. In addition, we include firms that supply capital to companies or that provide advice to these companies such as

- investment or merchant banks
- subsidiaries or affiliates of banks
- subsidiaries or affiliates of operating companies, and
- subsidiaries or affiliates of financial services companies, government funds, R&D funds, and consultants.

Our venture cap/PE database is designed for senior level executives to reach venture-backed companies who need management. Job hunters can select these firms by the industries in which they invest.

FAQ: What information is included for each firm in your recruiter database?

Executive search firms work to fill management positions at top companies across the U.S. and abroad. It is estimated that almost two-thirds of executive positions are filled by executive search firms.

Personnel agencies work to fill professional, technical, and administrative personnel at companies.

The recruiters in our database are hired and paid by companies that need new employees. Our database of executive search firms and personnel agencies contains information on 16,500+ US and Canadian firms and 34,000+ key contacts. 95% of the recruiter records have email addresses.

Here is a sample of the data we provide on each firm:

DHR International

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From the website: Established in 1989, DHR is the fifth largest retained executive search firm in the U.S. Since that time, DHR has grown significantly with more than fifty offices worldwide. We conduct search assignments at the Board Director, C-level and functional Vice President levels. Our consultants are experienced professionals who are retained by Fortune 1000 as well as prominent venture firms and early-stage companies.

Since inception, DHR has been guided by its founding principles. Foremost, the consultants of DHR hold the highest of ethical standards, along with an unsurpassable level of personal service, an unmatched dedication to quality, and a unique 'value-add' approach. This philosophy and methodology are consistently demonstrated in DHR's thorough and unparalleled researching capability, the full utilization of firm resources on every project, and the timeliness with which we complete our assignments. We feel it is our purpose to be a value-add search firm. We measure our own success based on the success of the leaders and talent we bring to your organization.

DHR International provides clients with comprehensive expertise to complete each search successfully. Our practice groups are comprised of experts who possess significant industry knowledge and key relationships. These unique capabilities enable us to meet clients' needs quickly and effectively. Coupled with strong internal collaboration and original research, we approach each search with the best tools and intelligence possible.

Practice Groups -- Advanced Technology * Board & CEO * CFO * Consumer * Diversity * Education * Financial Services * Healthcare * Industrial * Life Science * Media & Entertainment * Nonprofit * Professional Services * Retail * Sports * Venture Capital & Private Equity.

Minimum salary for assignments: \$100,000

Recruiter type: Retained/AESC or MAJOR

Industries: hi-tech, consumer, financial services, hi-tech, industrial, biotechnology, bio-equipment, broadcasting, media, TV, radio, cable TV, entertainment, film, gaming, non-profits, services, manufacturing retail trade

Positions: diversity, multicultural, affirmative action, board of directors, training, education, engineering, financial, international, manufacturing, market research, product research, information technology, MIS purchasing, research & development, senior management, technical, scientific

Website: www.dhrinternational.com

Location (HQ): 10 South Riverside Plaza, Suite 2220
Chicago, IL 60606

Phone: 312-782-1581

Fax: 312-782-2096

Contacts:
contact name, Chief Executive Officer / email address
contact name, Executive Vice President / email address / Industries: ED/HEA
contact name, Executive Vice President / email address / Industries: CON/IND/VEN / Positions: AFF
contact name, Executive Vice President / email address / Industries: FOD/BUI / Positions: ENG/MAN/SAL/FIN
contact name, Chairman / email address / Industries: GEN / Positions: SEN
contact name, Executive Vice President / email address / Industries: GEN / Positions: SEN
contact name, Managing Director of Europe / email address

Additional branch locations and contacts may be available.

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FAQ: What information is included for each firm in your venture cap/PE database?

The Wall Street Journal has noted that venture capital-backed firms add new jobs at a rate of 25% per year.

Find jobs in these rapidly growing companies by contacting their venture capital investors. If you are interested in the smaller, more entrepreneurial situation, here's your chance to work for the next AOL or Yahoo!

Select from our database of 2,500+ firms and 8,800+ key contacts. 97% of the venture cap/PE records contain email addresses.

Use our online database to download information for venture firms in your field and merge these data directly into your personal cover letter.

Here's a sample of the data we provide:

5AM Ventures

From the website: 5AM Ventures makes seed and early-stage investments in next-generation life science companies. Founded in 2002 by former Bay City Capital principals, 5AM Ventures has offices in Boston and San Francisco.

As successful former company leaders and established venture capitalists, the 5AM Team take a hands-on approach to company building. In addition to holding board seats in the majority of its portfolio companies, 5AM is directly involved in company strategy, management recruiting, business development, and fundraising in the majority of ventures it backs.

The 5AM portfolio, built on advanced life science technologies, is diversified among innovative platforms, spinouts from established biotechnology and pharmaceutical companies, and companies developing near-term products.

Initially sponsored by Bay City Capital and Versant Ventures, 5AM counts among its current investors Diamond Capital Management (on behalf of the Dow Employees' Pension Plan); Next Generation Partners IV (a FLAG fund); Grove Street Advisors (on behalf of CalPERS); Alexandria Equities, LLC; Aravis; and leading entrepreneurs and family offices.

Type of firm: Private equity

Invests: In region

Investment limit: Over \$1 million

Industries: biotechnology, bioequipment, medical devices,

Website: www.5amventures.com

Location (HQ): 2200 Sand Hill Road, Suite 110
Menlo Park, CA 94025

Phone: 650-233-8600

800-644-9694 or visit www.distinctiveweb.com for more info

Fax: 650-233-8923

Contacts: contact name, Managing Partner / email address
contact name, Managing Partner / email address
contact name, Principal / email address / Industries: MDE
contact name, Principal / email address

Additional branch locations and contacts may be available.

FAQ: I can work in any industry – how should I use your database?

Even if you think you can work in any industry, you should not choose all the industry categories or leave the industry choice blank. The reason is that you may end up sending your resume to recruiters with very narrowly defined industry niches. These recruiters only want resumes from candidates in their small industry niche.

Instead choose Generalist in the industry category and then perhaps 6 or so other industry categories that seem to make sense for your experience. Then download the first plus matching for the csv file.

FAQ: What does the category ‘generalist’ mean?

The ‘generalist’ category is used for recruiters who tell us they will work in any industry. It is a catch-all category and should be used most often when there are only a small number of firms/recruiters in the database that match your specialties.

FAQ: What does “Add Major Generalist” mean?

This option allow a user to add large retainer-only generalist firms (like Heidrick & Struggles, Egon Zehnder, or Korn Ferry) who may not state they specialize in a specific industry/position, but are large enough to have assignments in that industry/position anyway. These firms tend to work with more senior level assignments and are recommended for job-seekers in the \$100k+ salary range.

FAQ: How do I search for international positions?

We include only US and Canadian based recruiters in our database, since the demand for recruiters based outside North America is small.

But most senior executives who want to search internationally do well with the Major recruiters in our database. There are hundreds of recruiters in the database who work with international positions in the

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\$100k+ space. Job-hunters who want to work abroad should contact them by choosing 'international' from the industry and position lists.

In addition our Venture Capital/Private Equity database contains many firms who invest internationally and may be looking for senior executives to manage their international portfolio companies.

FAQ: How accurate and up-to-date is this information?

Our databases are meticulously researched collections of information about the firms we follow. We update our databases continuously as new data become available from our telephone research or from bounces sent to us by users. We update our online system at least once each week.

In general, we collect information on each company in our data file by telephone, aiming to call each of the companies at least once every 18 months or so.

Even though companies are scheduled for telephone calls every 18 months, the ability to get bounces from email campaigns helps us target records that may have changed. As we get bounces from our customers' email campaigns, these records are checked and updated immediately from web sites and public sources or taken out of the file if necessary.