

EXPERIENCED HIRE PROGRAM

For the past several years experienced HR Professionals have been hired to fill specific openings where the organization requires specific experience needs or other demographic requirements based on the existing organizational profile. Due to the need for experienced candidates within HR, the Recruiting Committee recognizes that an increased focus on alternative recruiting sources is required.

The following are some of the perceived ongoing objectives/responsibilities of the Recruiting Committee and the HR Recruiting Coordinator in the area of experience hiring:

- ! Recruit outstanding professionals to fill specific job assignments.
- ! Identify two or three employment agencies/search firms that specialize in HR Professionals and can assist in minority recruiting.
- ! Coordinate newspaper/professional journal and alumni news advertising.
- ! Review applications received from search firms, and unsolicited resumes.
- ! Coordinate follow-up contact with those outstanding graduates that we lost to other organizations.

All offer recommendations for experienced candidates must be coordinated with the Director of Human Resources Planning.

SEARCH FIRMS

To date, we have found that the following listed search firms have been effective in providing us with the type of HR Professionals that we are seeking at Amoco.

Firm & Fees

Contact

Abbott Smith Associates
1308 N. Astor
Chicago, IL

Dave Franzone
(312) 664—1972

! specialize in OE. & Trainer searches
! 20% contingency fee

Aggressive Corporation
4701 Auvergne Avenue Suite 101
Lisle, IL 60532

Howard Vernon
(708) 852-3400

*Hispanic Alliance for Career Enhancement (HACE)
One 1st National Plaza
Suite 2730
Chicago, IL 60603

Octavio Mateo
(312) 372-4865
Fax # (312) 372-7540

! this is just an employment bank

*The Hollins Group
225 W. Washington Suite 2228
Chicago, IL 60606

Lawrence Hollins
(312) 419-7100

! retained search

*May Associates
Butterfield Office Plaza, Suite 307 W
2625 Butterfield Road
Oakbrook, IL 60521

Bill May
(708) 990-7990

! 30% of the first years base salary

* Effective in sourcing minority candidates

Note: Fees paid by hiring organization.