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Dahl-Morrow International® **Executive Solutions for High-Tech Companies**

When a British high-tech firm operating in the United States wanted to open an office in Taiwan, there were employment, legal, logistical and cultural hurdles to overcome. How would employment regulations in the chosen country affect personnel decisions? Could there be hidden costs associated with setting up shop in Asia? What might be the ramifications of shutting down if the new operation did not succeed? The company turned to Dahl-Morrow International, a Reston, Virginia-based executive search firm, for guidance.

"We had worked with the CEO for over 10 years, so he was already familiar with our executive search capabilities," says Andy Steinem, Dahl-Morrow's chief executive officer. "We have placed over seven senior executives for him, including a non-exec chairman, general managers, vice presidents and directors. For the Taiwan operation, we also helped locate space and recruited executives throughout the Pacific Rim. And, because we knew the company so well, we also were able to assist them in other facets of their new office opening. Today, the client's Taiwan facility is very successful."

"Andy Steinem, from Dahl-Morrow, takes the time to understand what we are looking for and, with her in-depth industry knowledge, provides insight beyond the job specification as to what candidate would work. And I have never seen such a high level of customer service. They provide very personal customer service with the backing of great industry contacts."

— Bill Schuster, Chief Operating Officer, GeoEye®

Indeed, Dahl-Morrow works with companies across the United States and overseas to locate the most highly qualified executive talent available in information technology, systems integration, healthcare, wireless and satellite, professional services and more. With professionals on staff representing a wide range of disciplines, Dahl-Morrow insightfully analyzes all aspects of a client's circumstances and goals, researches the myriad factors that could affect a project, and makes recommendations aimed at achieving the most positive outcome possible, through up- and down-markets.

"Dahl-Morrow International understands my company, the people and the skill sets I need," says Greg McCray, president and CEO of Antenova®, a leading developer of integrated

antennas and RF solutions for the wireless and electronics industries. "They are able to identify my business needs. Other firms don't do that. Dahl-Morrow doesn't just say what I want to hear. They are straight shooters."

Experience

Founded in 1991, Dahl-Morrow has an impressive list of public- and private-sector clients of all sizes, from small businesses to *Fortune* 500 corporations, including government defense and intelligence contractors that demand the utmost confidentiality. Many have remained with Dahl-Morrow from the beginning, a testament to the experience, quality and unbreakable trust the company brings to the table. Unlike other executive search firms, Dahl-Morrow takes the time to understand what clients are looking for and, with its in-depth industry knowledge, provides insight beyond the job specification as to what candidate would work. It is known in the industry for its high level of customer service.



"We believe in building long-term relationships. We're very much vested in each client's success."

— Andy Steinem
 Chief Executive Officer
 Dahl-Morrow International

Expert on Executive Recruiting

Dahl-Morrow is so highly regarded Steinem is often called upon by trade, local and national media as an expert on executive recruiting. She is invited each year to address the graduating class of Oxford University's prestigious Saïd Business School. And, with a steadily growing client roster, Dahl-Morrow has consistently been included in the *Washington Business Journal's* annual list of top search firms.

"Seeing our clients grow and be more successful as a result of the professionals we have recruited for them is very satisfying," Steinem says. "We believe in building long-term relationships. We're very much vested in each client's success."

Dahl-Morrow International®

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