



WESTPORT INTL

Elite Executive Leadership + Search

 PinPoint Solutions

Westport Intl / PinPoint Solutions: Executive Retained Search

Client-Driven Executive Search

Over the last few months I have been sending you newsletters highlighting my firm, PinPoint Solutions. I wanted to send out a newsletter highlighting our sister company, Westport Intl.

Westport Intl is a client-driven executive search organization. Collaboration and open communication are our benchmarks for enduring customer relationships and trust. Our core philosophy is that every organization has unique values and culture and we know the importance of fully understanding the behaviors and results that will make a candidate successful in your business. We don't utilize a one-size fits all approach to your search. Yes, we have a structured process that has proven to be extremely successful but we also understand that you may have unique needs and, therefore, we can adapt our process to ensure success for your search.

Westport Intl Differentiated

1. Search Results - Award Winning KPIs

- Westport Intl has a 95% fill rate on all retained searches across all of our clients.
- Average time to fill is 78 days for retained search.
- 90% of all placed candidates were presented within the first 30 days of the search.

2. Quality Metrics - Dedicated to Execution

- 79% of our placed candidates are still with those same clients today.
- The average tenure of a candidate with our clients is more than 3.5 years.
- 35% of our placed candidates have been promoted internally within 2.5 years.
- Clients believe in our work, more than 80% of our search work is repeat client business.

3. Pay for Performance Billings - Westport Intl offers a Solutions Based Billings Structure established around key performance milestones. We are dedicated to filling your search, and only receive our final payment when your hired candidate has started.

- Search Inception – First Payment
- Candidate Slate Starts to Interview – Second Payment
- Search Completed & Candidate Started – Final Payment

4. Limited Hands-Off Agreements - We specifically limit the work we take on in each vertical market so we are free to serve each client the best talent in the market, not just talent from limited companies.

5. Dedicated Research Department – Research is the backbone of our search process

- With each search, we develop a custom search strategy to identify top talent.
- We actively move beyond our networks and source your competitive market, not just who we know.
- Our Research Department continues to source even when you have candidates interviewing.

6. Executive Profiles – With each Executive Retained Search, Terri Campbell-Brown (<http://westportintl.com/human-resources/>) builds leadership style profiles identifying candidate strengths and mapping skills against company culture.

7. Weekly Updates - Westport Intl schedules weekly conference calls to update and highlight new candidates in process. Along with these calls, spreadsheets are shared detailing candidate resumes, write ups, competed profiles, and status.

Leadership: Dennis Dunlavey

Currently Dennis Dunlavey is the President and owner of Westport Intl, PinPoint Solutions and PinPoint Talent. He was formerly the Global Staffing Manager of Eaton Corporation; a \$13 billion dollar diversified industrial organization with over 150 manufacturing locations where he managed an internal global recruiting staff responsible for all professional, management, and executive positions via recruiting offices in Cleveland, Amsterdam, Singapore, and Shanghai.

As a seasoned industry executive, Dennis was also Managing Director for a \$4 billion human capital services company with regional profit and loss responsibility.

Dennis earned his Bachelor of Business Administration degree with a major in Logistics from John Carroll University.

 [Connect with Dennis on LinkedIn](#)

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Leadership: Sara Kosmer

Sara Kosmer is an Executive Recruiter with PinPoint Solutions. She started her career in Recruiting nearly 10 years ago. After a year or two in Contingency, she moved to our retained division, Westport Intl (westportintl.com), and founded our company's internal research department. She spent several years working in the background sourcing candidates for executive-level openings across the organization. Since then, she has moved back to PinPoint Solutions, bringing with her a search approach to contingency. Sara specialize in placing top marketing and sales professionals with the Fortune 500. She has her Bachelors degree from the University of Dayton.

 [Connect with Sara on LinkedIn](#)

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