



CAPABILITIES  
INFORMATION

# Financial Executives

Comhar Partners  
Financial Executives: Executive  
Search Capabilities

# Comhar Partners



Comhar Partners was formed with the purpose of having all of the capabilities of larger firms while being more nimble and entrepreneurial in the marketplace. This is exhibited by our qualified people, one-firm approach, and our broad service offerings which include Executive Search, Professional Recruiting, and Talent Advisory Services. We distinguish ourselves by building long-term, collaborative and transparent partnerships with our clients.

In conjunction with providing talent management services, we provide built-in advisory services with every search. This includes a detailed compensation analysis conducted by our independent compensation consultant, an in-depth personality inventory conducted by Hogan Assessments, and the assignment of an Executive Coach to provide onboarding and acculturation consulting.

Our adept team of consultants and project managers complete end-to-end recruiting solutions, with an emphasis on collaboration. Comhar Partners uses a proprietary, fully integrated, cloud-based talent management software solution for data management and applicant tracking, to ensure a more efficient project for you.

Comhar Partners

## About Us

**Here to exceed your unique hiring and talent needs.**

Our cutting-edge technology and support team offer undisputed client care to help fill your position with the highest quality candidate in the shortest amount of time. We provide you with dedicated recruitment teams that will become an extension of your own HR department. Our decisions are data-driven to ensure we only deliver top quality candidates to your company.

## Executive Search

At Comhar Partners we understand that attracting top talent for C-suite and Executive Level positions that are considered mission-critical for the organization requires an expert. Our consultants hold a comprehensive understanding of different industries and functional roles to guarantee finding your best-fit leader who will make a lasting impact within your organization. Our consultants work to build an appropriate framework for compensation and retention while identifying industrious and unique leaders that fit flawlessly into your organization. Whatever industry your organization is in, our unique and innovative approach allows our clients' unparalleled resources and unmatched results.



## Professional Recruiting

This contemporary search process offers flexible and scalable talent acquisition solutions tailored to attract professionals at the middle to upper levels of management. With our professional recruiting offerings, we become an extension of your human resources team in order to advance your recruiting process. Our Professional Recruiting Services are cost-effective, scalable, quality-driven, and flexible.

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## Talent Advisory Services

At Comhar Partners, we understand that your goal is to create talent management strategies to attract candidates who have the skillset to take your organization to new limits in the future. Our specialists in Executive Leadership and Cultural Assessment, Leadership Coaching and Development, On-Boarding and Acculturation Coaching, and Compensation Consulting are able to accommodate and understand the needs and aptitude of each individual, in order to make the most of your potential and use your leadership skills to the fullest effect. Whether your organization is looking for a new structure or strategic advisement on compensation consulting, Comhar Partners is here for you.





# Talent Acquisition Process



## Engagement Launch:

Identify the desired education, skills, experience, and cultural fit of targeted candidates.

## Research Commenced:

Build a highly qualified list of calibrated prospects and initiate pursuits of this targeted list.

## Assessment:

Initial interviews are completed. Based upon results endorsed by the client, we conduct in-depth interviews and assessments.

## Client Consulting:

As the search progresses, the Candidate Acquisition Team offers counsel on all aspects of attraction, assessment, and acquisition.

## On Boarding:

Continue monitoring assimilation of the new hire into the client organization and assure successful integration.



# Our Experience



agam

Headquartered and made in the USA, Agam is the largest wholesale, aluminum-based exhibit manufacturer in the US. With their tool-free panel system and over 100+ extrusions, combined with the best equipped plant in the industry, they can realize practically any design.

**Position Placed:** Chief Financial Officer



deflecto®

Headquartered in Indianapolis, IN, Deflecto is the world's largest chairmat, bicycle reflector and dryer venting manufacturer. They are a global leader in sign and literature holders, office workspace accessories and air distribution products.

**Position Placed:** Chief Financial Officer



Johnsonville

Johnsonville Sausage, a \$800+ million company, is a sausage producer headquartered in Sheboygan falls, Wisconsin. The company was founded in 1945 and is the largest sausage brand by revenue in the United States.

**Position Placed:** Chief Financial Officer



imperva

Imperva is a cybersecurity platform that offers DDoS protection, bot management, API security and vulnerability discovery solutions for businesses. Imperva's headquarters is in Redwood Shores, California.

**Position Placed:** Controller



EllieMae®

Ellie Mae is the leading cloud-based platform provider for the mortgage finance industry. Ellie Mae's technology solutions enable lenders to originate more loans, reduce origination costs, and shorten the time to close, all while ensuring the highest levels of compliance, quality and efficiency.

**Positions Placed:** Vice President of Audit  
Vice President of Financial Planning and Analysis



8x8

8x8, Inc. is transforming the future of business communications as a leading Software-as-a-Service provider of voice, video, chat, contact center and enterprise-class API solutions powered by one global cloud communications platform. 8x8 empowers workforces worldwide to connect individuals and teams so they can collaborate faster and work smarter.

**Positions Placed:** Chief Financial Officer Chief Revenue Officer



# Financial Executives Practice

The need for qualified senior level executives is drastically outpacing the supply.



## Our Financial Executives Practice

Finding financial leaders who can drive organizational success in major corporations and organizations is a strength and key practice area for Comhar Partners. We are called upon daily to advise on the assessment and selection of top financial executive leadership across the nation.

Chief Executive Officers look to Chief Financial Officers as their trusted partners, and Chief Financial Officers require a team of qualified people to deliver on their promises. Thus, hiring managers appreciate proper and rigorous due diligence when applied to the search and selection process for financial executives. Recruiting and assessing financial executives requires expertise that only years of specialized experience can endow. The consultants in our national Financial Executives Practice Group possess that very expertise.

Our consultants bring a plethora of personal experience gained through both client search engagements and previous business operational experience with financial executives, including Chief Financial Officers, Controllers, Vice Presidents and Directors of Finance, Vice Presidents of Audit, and other functional finance roles.

Regardless of the size and the corporate culture of your business, we have the team to provide outstanding candidates to fill your management search needs. Our industry expertise, professionalism, integrity, and high-touch processes enable our Financial Executives Practice Group to gain credibility with clients, candidates, and industry leaders on a national basis.

# Our Financial Executives Team



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