

AN  
INTRODUCTION  
TO THE  
A.R.D. GROUP

# THE A.R.D. GROUP

---

## THE A.R.D. GROUP

The A.R.D. Group was founded by two long-time insurance and recruitment professionals - Ralph D'Avino and Ken Wallace. With a combined 30 years of insurance and 40 years of recruiting experience, they brought a sterling level of expertise to insurance recruitment. In the past six years, The A.R.D. Group has expanded through the addition of experienced executives who have added in excess of 120 years of combined insurance industry experience to the firm, enabling us to work with employers and candidates with a full understanding of the nuances of each specific position.

As a recruiting organization focused primarily on the insurance industry, A.R.D. understands the challenges faced by insurance hiring managers in recruiting and retaining the talent needed to accomplish their financial objectives. We understand the "sense of urgency" that often characterizes the search process, and partner with our clients to fill positions in as timely a fashion as possible.

### The Search Process

We conduct each search in a professional and candid manner with both client and candidates. Working with the client's HR consultants and/or hiring manager as directed, we reach an understanding of the position and the requirements needed to fill it.

The first step in identifying qualified candidates is to conduct a thorough search of our proprietary database. In addition to our extensive network of connections within the industry, our researchers highlight those individuals who, based on their resumes, fit the profile and also identify professionals who, because of their background and area of expertise, are likely to identify appropriate "passive" candidates. Such candidates might not be actively seeking a move but, if approached with the "right" position, would be receptive to considering such a move.

We also make extensive use of the internet, posting positions on the A.R.D. website and on certain appropriate independent job boards. To ensure we reach as wide an 'audience' as possible, we also make use of targeted print advertisements for certain positions. This combination of approaches has proven to be the most successful for both organizations in filling positions.

With our extensive industry contacts, we are often sought out by highly qualified professionals wishing to advance their careers, but who, for a variety of reasons, are unable to actively seek other opportunities. Many of our clients have invited us to bring such "star" candidates to their attention, even when their profiles do not match the requirements of any current assignment.

One hallmark of our recruiting process is flexibility - a willingness to modify the procedures as required by the client. We recognize that as process of interviewing candidates proceeds, the position requirements and/or profile of the appropriate candidate may change. As an extension of and partner to the client's hiring process, we respond accordingly to such changes.

### Diversity

Many companies are actively working to capture a greater share of ethnic markets, in part by developing a workforce that mirrors the racial, ethnic, and cultural diversity of their target markets. A.R.D. is proactive in this area, with two associates, Gerry Dilley and Paul Wolf, having focused on Hispanic and other diversity recruitment for the insurance industry during their careers.

# THE A.R.D. GROUP

---

## **A New Beginning**

In late 2006, A.R.D. joined forces with ACG Resources ([www.acgresources.com](http://www.acgresources.com)), a leader in Executive Search and recruitment for the Financial Services community for the past 25 years.

With the financial services and insurance industries now offering both insurance and investment products, this merger has provided an opportunity to broaden and enhance the service capabilities of both organizations to the benefit of our respective client bases.

Both organizations now operate a common database accessible by all of our recruiters, permitting us to provide our joint client bases with talent sourced from the entire spectrum of insurance and financial services.

## KEY DIFFERENTIATORS

<b>National &amp; Global Reach</b>	Ability to work seamlessly across country and borders
<b>Discretion &amp; Independence</b>	Facilitates access to the highest-quality talent and complete confidentiality
<b>Track Record &amp; Experience</b>	High placement rate with focus on client's best interest rather than placement
<b>Recognition</b>	Exceptional client references
<b>Team</b>	Experienced recruiters bringing decades of insurance experience to searches
<b>Teamwork</b>	A.R.D. is structured to facilitate active and ongoing communication and cooperation between recruiters and researchers to provide maximum service to clients
<b>Proprietary Database</b>	Ongoing development and refinement of active and passive candidates
<b>Adaptability</b>	Tailor searches to respond to ever-changing marketplace
<b>Flexibility</b>	Refine our services to policies/procedures many clients already have in place
<b>Partnerships</b>	Focus on our role as an extension of our clients
<b>Marketing</b>	Every phone call and interview is used to enhance the client's reputation in the marketplace
<b>Active Management</b>	Senior management controls firm size and business composition in order to ensure that our ability to effectively service clients is never compromised
<b>Candidates</b>	Access to a large pool of "passive" candidates who may not be actively seeking a move

## WHAT A.R.D. BRINGS TO THE SEARCH PROCESS

The Fordyce Letter<sup>®</sup> ([www.fordyceletter.com](http://www.fordyceletter.com)) enumerates key attributes of a professional recruiting organization. Basing itself on that list, A.R.D. offers the following:

- ❖ **Expertise:** Nobody knows the employment marketplace better than A.R.D.
- ❖ **Cast a wider net:** A professional fisherman will always have a greater selection than a weekend angler. A.R.D. is the marketplace day-in and day-out.
- ❖ **Cost:** There is a misconception among employers that the cost of a hire equals the cost of the ad or posting run to attract the person hired.
- ❖ **Reality:** Contrary to what some believe, A.R.D. does not try to fit square pegs into round holes
- ❖ **Confidentiality:** Working with A.R.D. can help keep your search confidential.
- ❖ **Speed:** Using A.R.D. who is continually tapped into the talent market is faster than one having to start the process from scratch.
- ❖ **Post-Hire Downtime:** Not only is speed an essential part of A.R.D.'s job, the ability to locate a person who can immediately "hit the ground running" with a minimum of "ramp-up time" is also desirable.
- ❖ **Unbiased Third-Party Input:** A.R.D.'s primary function is not to fill a slot, but to provide the right candidate to solve a problem.

## COMPLETED ASSIGNMENTS

A.R.D.'s recruiters have undertaken many searches and filled many positions in their recruiting careers, including the following:

### Insurance Companies

- Actuarial Managers
- CFOs (International)
- Compliance/State Filing Managers
- Controllers & Assistant Controllers
- Country Managers (International)
- Finance Directors & Managers
- HR Directors & Managers (Domestic & International)
- Legal Counsel (International)
- Marketing Directors & Managers
- Product Directors & Managers
- Risk Control Engineers
- Risk Management Specialists (Domestic & Global)
- Sales Directors & Managers (Domestic & Global)
- Underwriters

### Brokers

- Account and Assistant Account Executives
- Accountants
- CFOs
- Claims Representatives
- COOs
- Personal Lines Representatives
- Producers
- Raters/Trainers
- Wholesale Brokers

### Risk Management Consultants

- Contract Analysts
- Fire Protection Engineers
- Risk Control Engineers
- Risk Managers and Assistant Risk Managers

### Employee Benefit Consultants

- Account & Assistant Account Executives
- Actuaries
- Benefit Consultants
- Communications Experts
- ERISA Attorney
- Healthcare Data Analyst
- M&A Consultant
- Marketers
- Producers

## THE A.R.D. TEAM

**SCOTT COHEN** joined the A.R.D. Group in March 2001 after a more than 20 year career in brokerage. He was a Marketing Executive with such firms as Amalgamated Programs, Kaye Insurance & the Kornreich/NIA Organization. As Managing Partner of the A.R.D. Group, his marketing experience gives him a vast network of carrier, wholesale and retail brokerage contacts, enabling him to work on all aspects of recruiting for the insurance industry.

**GERRY DILLEY's** career in recruitment is based on extensive international operational experience in both insurance and reinsurance. At A&A, Gerry concentrated on global and reverse flow P&C programs, Employee Benefits, and K&R. As V.P. for Latin America, he directed the regional sales force. Gerry focuses on both domestic and international positions with brokers and insurers.

**PAUL WOLF** has been involved in insurance and reinsurance for over 25 years, and his licenses are still active. With both a Life and P&C insurance background, he is experienced in the design, marketing, and implementation of personal domestic and expatriate insurance packages as well as reinsurance programs. His diverse experience supports multiline and specialty insurers in staffing positions at all levels.

**MIKE VISO** brings close to 30 years of insurance industry experience, having served as an executive marketing director with such major international brokers/consultants as Corroon & Black, Johnson & Higgins and Marsh. In his various roles, Mike has spanned the spectrum from middle-market through large and national accounts.

**LEN ADAMS, CPC** has a 25 year record of achievement in servicing the staffing needs of many prestigious Corporations, Software Companies, Banks, Financial Services Institutions - locally, nationally and internationally

**HEATHER EIDLEN** has several years of recruitment and Temporary staffing experience. A graduate of Wagner College with a Major in Finance, she started her career in Human Resources with a major Insurance company, responsible for employee relations prior to joining the company. Heather worked at The KPA Group as a staffing Associate in the Temporary staffing department, with responsibility for handling temporary payroll and billing activities. She is now responsible for providing Temporary Staffing and Permanent recruiting services to our expanding client base.

**IRA SANDLER** has over 30 years of experience in the financial services industry. As a banker, he ran banking operations for Bank of Boston International in New York City. His responsibilities included funds transfer, investigations, private banking, accounting, control, and technology. Transferring to the parent organization, he established and managed an internal systems and operations consulting group for their International Division. His team designed and built a standard core technology product and implemented it world-wide.

**RALPH D'AVINO** specialized in the placement of Property & Casualty insurance professionals since 1988. Ralph is now an honorary board member of The A.R.D. Group.

**KEN WALLACE** with over 20 years of recruiting experience, joined as Managing Partner in 2000. Ken is now an honorary board member of The A.R.D. Group.

## HOW TO CONTACT A.R.D.

To set up an appointment with or to request more information from The A.R.D. Group ([www.ardcareers.com](http://www.ardcareers.com)), please contact the following people by phone or by e-mail at:

Specialty	Team Leader	Dial (646) 442 +	E-Mail
Brokers, Wholesale- sellers, Carriers	Scott Cohen	5458	<a href="mailto:scohen@ardcareers.com">scohen@ardcareers.com</a>
	Gerry Dilley	5460	<a href="mailto:gdilley@ardcareers.com">gdilley@ardcareers.com</a>
Insurance Com- panies, Risk Management, Compliance	Paul Wolf	5461	<a href="mailto:pwolf@ardcareers.com">pwolf@ardcareers.com</a>
Employee Benefits	Scott Cohen	5458	<a href="mailto:scohen@ardcareers.com">scohen@ardcareers.com</a>
Temporary Staffing	Heather Eidlen	2274	<a href="mailto:heatheradams@acgresources.com">heatheradams@acgresources.com</a>
General Inquiries		(212) 571-1111	<a href="mailto:insurance@ardcareers.com">insurance@ardcareers.com</a>