

## *Mission*

*Each retained search assignment is unique ...*



**E**xecutive HealthSearch, Inc. handles each retained search assignment as a unique engagement. We focus our highly specialized talents and experience to provide you with the right executives to fit within the culture of your organization. We possess the required competencies and highly trained recruiters to provide the vision, skill, and personal character to lead your organization successfully into the future. All sensitive information is managed with strictest confidence and the highest ethical standards.

- *Delivering the best talent.*
- *Providing the highest quality.*
- *Concentrating on a successful conclusion.*

## *Executive HealthSearch: Fast Facts*



**F**ounded in 1999 in conjunction with the Healthsearch Group, a nationally recognized healthcare recruitment firm dedicated to serving the industry since 1988.

Executive HealthSearch's **boutique-style services** include *Client Account Directors* who remain in regular contact with clients *at all times*, and a support staff of over 25 full-time professional recruiters and researchers.

## *How to Contact Us:*

### **EHS - Manhattan**

590 Madison Avenue (*at 57th*)  
21<sup>st</sup> Floor  
New York, NY 10022

### **EHS - White Plains**

50 Main Street  
10<sup>th</sup> Floor  
White Plains, NY 10606

### **EHS - Ossining**

109 Croton Avenue  
Ossining, NY 10562

# Philosophy and Work Ethic

*When we perform a search, our firm provides:*

**Organizational analysis** - We interview your organization's key staff to develop a comprehensive understanding of your mission, operations, marketplace, and culture.

**Position specifications** - What are the responsibilities, objectives and qualifications for successful candidates? We develop detailed position specifications and criteria for each opening.

**Vigorous research** - Your detailed specific position criteria are matched against our extensive network of personnel to a find suitable base of candidates.

**Candidate selection** - Experienced, dynamic recruiters narrow the candidate pool through extensive interviewing – maintaining close contact with the client at all times to ensure the most appropriate candidate is selected.

**Candidate presentation** - Presentation of the most qualified candidates is preceded by written and oral reports assessing each candidate's background.

**Contract negotiation** - We assist clients in navigating the crosscurrents of offer and counteroffer. Executive HealthSearch

understands the vital importance of designing innovative, highly competitive compensation packages, structuring positions, and determining market pricing.

**Transition** - During the candidate selection and hiring process, our counseling and support smooth out the transition process. A smooth transition helps the client and candidate alike.

**Beyond these services:**

- Complete credential checking
- Personalized candidate profiles
- Executive & Leadership coaching

Our leadership coaching services have a singular purpose; *to help successful organizational leaders achieve positive, measurable change in their interpersonal behavior.*



Executive and Leadership Coaches are able to achieve positive changes throughout entire departments or on an individual level.



# *About the People We Serve*

## *Clients*

From Atkins Nutritional to New York Presbyterian Hospital, from Empire Blue Cross Blue Shield to the Ryan Center, Executive HealthSearch's clients represent the pinnacle in their respective sectors: hospitals, health maintenance organizations, nursing care facilities, foundations serving children with cancer, and many other premier health services organizations.

As the health care industry becomes increasingly layered and specialized, organizations are acutely aware that hiring and retaining visionary executive and clinical leadership is not only desirable, but absolutely critical to compete and win in the marketplace. Bearing this in mind, Executive HealthSearch has established itself as an invaluable resource to which health care organizations can turn—and return—for superior human resources management counsel and candidate recruitment.

Earning the trust and satisfaction of a diverse clientele is the hallmark on which Executive HealthSearch has built a sturdy reputation for integrity. Let us achieve results for your organization too.

## *Candidates*

In the quest for the most talented, foresighted leaders in the health care industry, clients call upon Executive HealthSearch to screen, sort and sift through candidates of accomplishment and excellence in their management specialty. Whether in search of a CEO or senior financial, operations or other officers, health care organizations require creative, proven problem-solvers to stay ahead of rapidly fluctuating trends and market conditions.



Executive HealthSearch, reflecting the corporate values held by its clients, places a high priority on recruiting diversity into the executive ranks. A diverse executive suite reflects the increasingly diverse population today served by the breadth of health care professions. Executive HealthSearch is committed to furthering equal opportunity.



Ken Kruger

Over a career spanning 25 years, Kenneth Kruger has seen the health care industry experience seismic change. Modern medicine races ahead with new cures. Hospital administration evolves to meet fluctuating trends in the marketplace.

Pharmacy plans take shape, and then reshape, according to the shifting relationships among patients, physicians, pharmaceutical firms and scientific discovery.

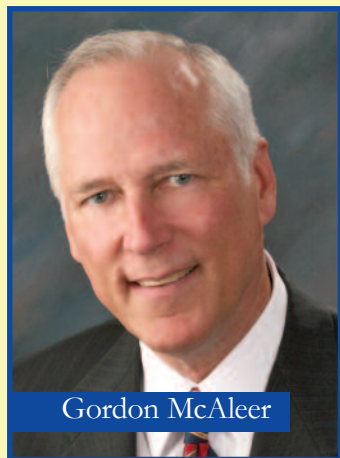
But what remains unchanged over time, according to Ken, is the need of health care organizations to hire and retain exceptionally skilled, talented, results-driven senior executives. An expansive roster of clients rely on Ken's hard-earned reputation as a consensus builder and visionary strategic planner. They also call upon Ken for his record of achievement as a skillful negotiator and creative problem solver. In turn, clients reap benefits far beyond Ken's network of impressive candidates. What clients prize most of all is Ken's seasoned counsel — and that of his top-notch staff—on creating and implementing comprehensive human-resources management strategies.

Ken's consulting experience includes developing recruitment programs, retention incentives, process improvement, organizational redesign, labor relations, compensation and benefits administration. Previously, he served as vice president for human resources and labor relations at Mount Sinai Medical Center in New York City.

Highly respected by peers, Ken holds trusteeships in several Taft-Hartley funds and leadership positions in a wide range of professional associations, including as past president of the American Society of Healthcare Human Resources Administration. He holds a Master of Science in industrial and labor relations from the New York Institute of Technology and a Master of Business Administration in health services administration from Wagner College.

Ken has delivered lectures on human resources and labor relations management at prestigious seminars across the country and has written extensively on trends in the field.

**Contact Ken Kruger at  
[kkruiger@executivehealthsearch.com](mailto:kkruiger@executivehealthsearch.com)**



Gordon McAleer

**G**ordon's broad experience in healthcare administration spans over 30 years. He has served as CEO of hospitals in New York State and Pennsylvania, was the founding CEO of the Northern Metropolitan Hospital Association in New York State, and found-

ed the education program of the Healthcare Association of New York State. Gordon's most recent post was CEO of the Lewistown Hospital in Lewistown, PA. Under his leadership Lewistown enjoyed consistent profitability and was recognized by Solicient as a Top 100 Hospital in the nation. Lewistown won several prestigious, state and national awards for excellence for quality of care and innovative programs.

Gordon has extensive, practical experience in recruiting physicians, senior executives, managers, and line staff through his many years in the field. He developed cre-

ative and effective strategies for reducing staff turnover and improving employee and physician satisfaction at his hospitals.

He is a Fellow in the American College of Healthcare Executives (ACHE) and is a former Regent for New York State. He holds a New York State Nursing Home Administrator's License and is certified as a Senior Housing Professional. He earned a BA degree from Middlebury College and a master's degree in healthcare administration from Trinity University.

Gordon and his wife, Donna, enjoy tango, travel and entertaining friends with their interest in gourmet cooking.

**Contact Gordon McAleer at:**

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Adam Stern

After leading senior-level searches for financial and information-technology executives at two boutique search firms, Adam Stern brings an extensive set of skills to Executive HealthSearch and its clients. Adam draws on unique insights, himself having

served in health care management as acting manager of a group home for people with developmental disabilities. His insider's knowledge of the health care industry enables him to serve clients and candidates with aplomb, researching the qualifications of the latter to meet the business requirements of the former. Adam is an ace at cultivating relationships with candidates across the spectrum of skills and career accomplishments. Time and again, these relationships yield strong results for his

clients. According to Adam, building relationships on trust and confidentiality is the key to achieving success for clients and candidates alike.

Prior to serving one year as acting manager of a group home for people with developmental disabilities in Westchester County, N.Y., Adam served four years as its assistant manager. After attending Long Island University where he majored in health care administration, he earned a certificate in computer programming from Chubb Institute of Technology. Adam is a member of the Healthcare Financial Management Association.

**Contact Adam Stern at  
[astern@executivehealthsearch.com](mailto:astern@executivehealthsearch.com)**



Karen Pappas, RN

**K**aren brings a unique combination of clinical, business and publishing experience to Executive HealthSearch, Inc. Her diversity provides a special incite into the challenges surrounding nurse recruitment/retention issues.

Karen truly has first-hand perspective of what makes nurses 'tick'.

Prior to joining Executive HealthSearch, Inc., Karen was with the Bernard Hodes Group, where she was Vice President for their Healthcare Division. There, she provided consultative services to healthcare clients throughout the New York Metro area. Previous to that, she served as the Managing Director for United Staffing

Systems, Nursing Solutions and as the Executive Director for Nursing Spectrum.

Karen also comes to us with over 20 years in the clinical setting - with experience ranging from critical care to management. Her other affiliations include being a member of NYONE; former Program Chair for the Greater New York / Nassau / Suffolk Nurse Executives; a member of the Association for Healthcare Human Resources Administrators (AHHRA); and a member of several local nurse recruiter organizations.

**Contact Karen Pappas at  
[kpappas@executivehealthsearch.com](mailto:kpappas@executivehealthsearch.com)**



Danielle DeBeauvernet

**D**anielle DeBeauvernet joined Executive Health Search, Inc. in September 2009 after having previously worked as an Administrative Assistant/IT Recruiter for an IT Staffing Agency for three years.

Danielle's interest in health care began in 2001 when she worked for Four Winds Hospital working with children at a psychiatric facility. Prior to that, Danielle helped

manage HR operations for a technology company where she played an integral role in recruiting and team building. Danielle is a true asset to the team, bringing health care knowledge as well as a unique approach to recruiting and relationship management..

Danielle has her Bachelor's Degree in Behavioral Science/Psychology from Mercy College and her Master's in General Counseling from Pace University.

**Contact Danielle DeBeauvernet at  
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