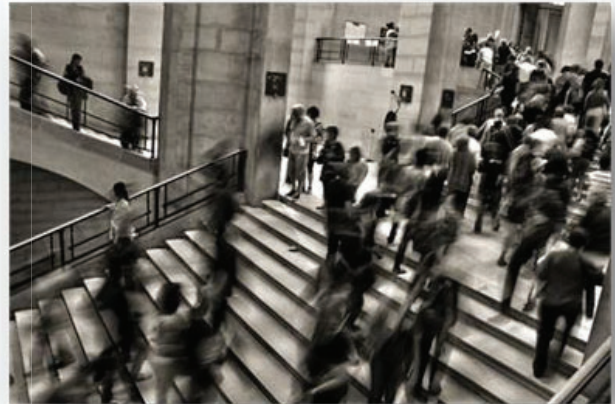
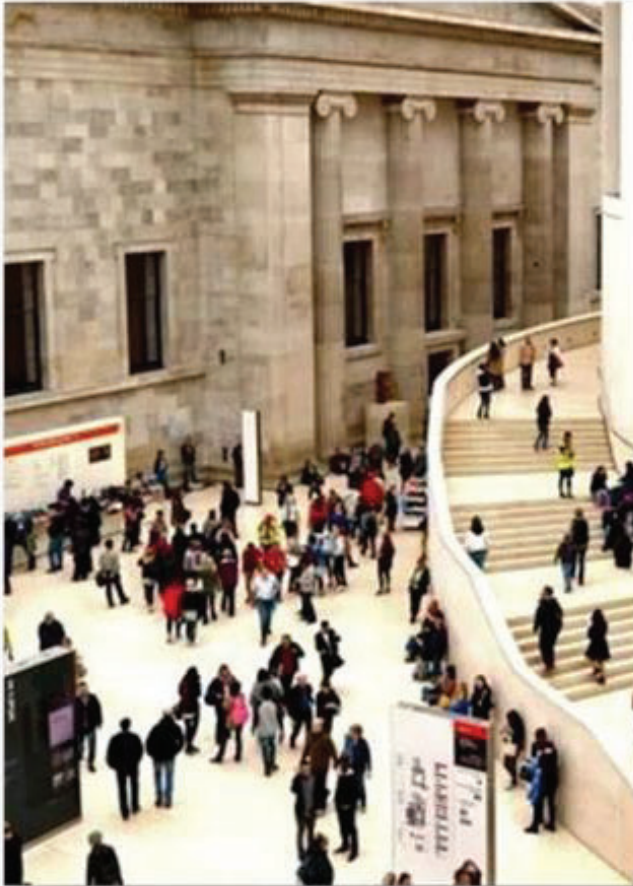


ADK Introduction



Let Us Help You Find Your City/County/Regional Leaders

- Executive Leadership
- Finance and Administration
- Strategy
- Legal
- Human Resources
- Economic Development
- Information Technology
- Marketing & Communications
- Planning & Engineering
- Operations & Facilities
- Chamber of Commerce
- Safety & Security

ADK is an industry leader in executive recruiting and organizational development. With an over 98% placement record, our roots date back to our incorporation in 2003 in Jacksonville, Florida.

Our early success in identifying and providing outstanding leaders has not only enhanced our clients' organizations but provided a positive impact on their communities and regions. Many of these executive placements have affected legislation on the national level and are recognized as industry top leaders.

Over half of ADK's clients are cities and counties. We understand their procurement processes and human resource requirements. ADK has placed over 110 airport CEOs since 2003. We have successfully conducted well over 300 senior executive level searches in many industries, which is why over 80% of our business comes from repeat clients.

Our Growth – Expanded Industries & Services

ADK has grown to serve other industries including cities, counties, special districts, transit, industry associations, airports, authorities, and private sector. Due to requests from our clients, board members, representatives of city/county governing bodies and others, we've expanded our services to include our HR Solutions services and our international joint venture with the Kilpatrick Group in Lugano, Switzerland, providing worldwide search and HR services through our sister company, ADK International.

Services We Provide:

- Full Service Executive Search, Recruitment & Consulting
- HR Assisted Executive Searches
- ADK Staffing Solutions
- Organizational Evaluation & Development
- Compensation & Job Description Studies
- Interim / Transitional Management / Temporary HR Services
- Team Analysis, Coaching & Leadership Development
- Succession Planning
- Pre-Hiring Screening
- Performance Management



Client Input & Communication

We attribute our success to active participation and consultation with our clients. Whether a consulting or recruitment project, we understand there are unique differences that reflect the history, culture, current needs, and strategic vision of your organization. We become your working partner in the process and communicate with you every step of the way.

Over 80% of Our Business Comes from Repeat Clients

Our reputation speaks for itself. We have an enviable record for staying on schedule and completing projects on time. We are happy to provide references!

ADK is continuously flexible and responsive to SJC's executive staffing and recruitment needs. Their value-added approach is both attentive and supportive, providing a balanced focus on client needs and candidate experience. They use the latest tools and technologies to ensure that hiring managers have exceptional candidate pools that are both thoroughly vetted and thoughtfully matched to their client's needs.

*~Matt Shelton, Human Resources Manager San José International Airport
City of San José, CA*

Our Philosophy

Our goal is 100% customer satisfaction. To achieve that goal, we constantly remind ourselves of our founding principles and guidelines:

Partnership: partner with our clients at the onset of the search or consulting process as well as beyond for their success.

Expert Knowledge: fully understand current and impending senior management and leadership issues with a talented team of experienced and human resources staff.

Proven Methodology: use proven and innovative recruitment techniques, including marketing, sourcing, outreach, assessment, and thorough screening processes.

Exceptional Service: implement customized attention to detail coupled with comprehensive communications to our clients.

Superior Value: provide quality services at a fair and reasonable cost to our clients.

Lasting Relationships: maintain a robust network of professional colleagues.

Outstanding Results: provide our clients with candidates or consulting solutions that exceed our customers' expectations.

Search Services

We offer a variety of search options to allow you the best search process to fit your organization, timeline, and budget. Regardless of the service selected, we provide the highest level of service, dedication, and results. We are committed to being nimble and flexible to meet the needs of all of our clients. We are dedicated to their success.

[For Search Testimonials: Click Here](#)

HR Solutions

Our team can deliver expert HR solutions at every stage from strategy, to pre-hire, interim positions, organizational development, team assessment, transitional management and more.

[For testimonials: Click Here](#)

Our Team

Executive Leadership Team



Doug Kuelpman
President /
Chief Executive Officer



Annell Kuelpman
Chair / Chief
Operating Officer



Blake Astran
J.D. Vice
President,
Business
Operations



Vicki Floyd
Director of
Administration



Ann Roberts
Director,
Marketing &
Research

Management & Operations Team



Linda Frankl
AAE
Senior Project
Manager



Rod Dinger
AAE
Senior Project
Manager



Kenneth
Gwyn
AAE
Senior
Project
Manager



Dan Sprinkle
AAE
Senior
Project
Manager



Cindy Chase
SHRM-SCP
Sr HR
Consultant



Christine Santiago
SHRM-SCP
Sr HR
Consultant



Nedra Farrar Swift
IPMA-CP,
SHRM-SCP
Sr HR
Consultant



Barry Bratton
AAE
Associate



Jim Samuels
Information
Technology



Katy Vaughn
Marketing Design
Social Media
Editor



Jennifer Sharp
Communications
Coordinator



Shannon Tutt
Administrative
Assistant



Stephanie
Adams
Researcher

Our Team has decades of experience in the following:

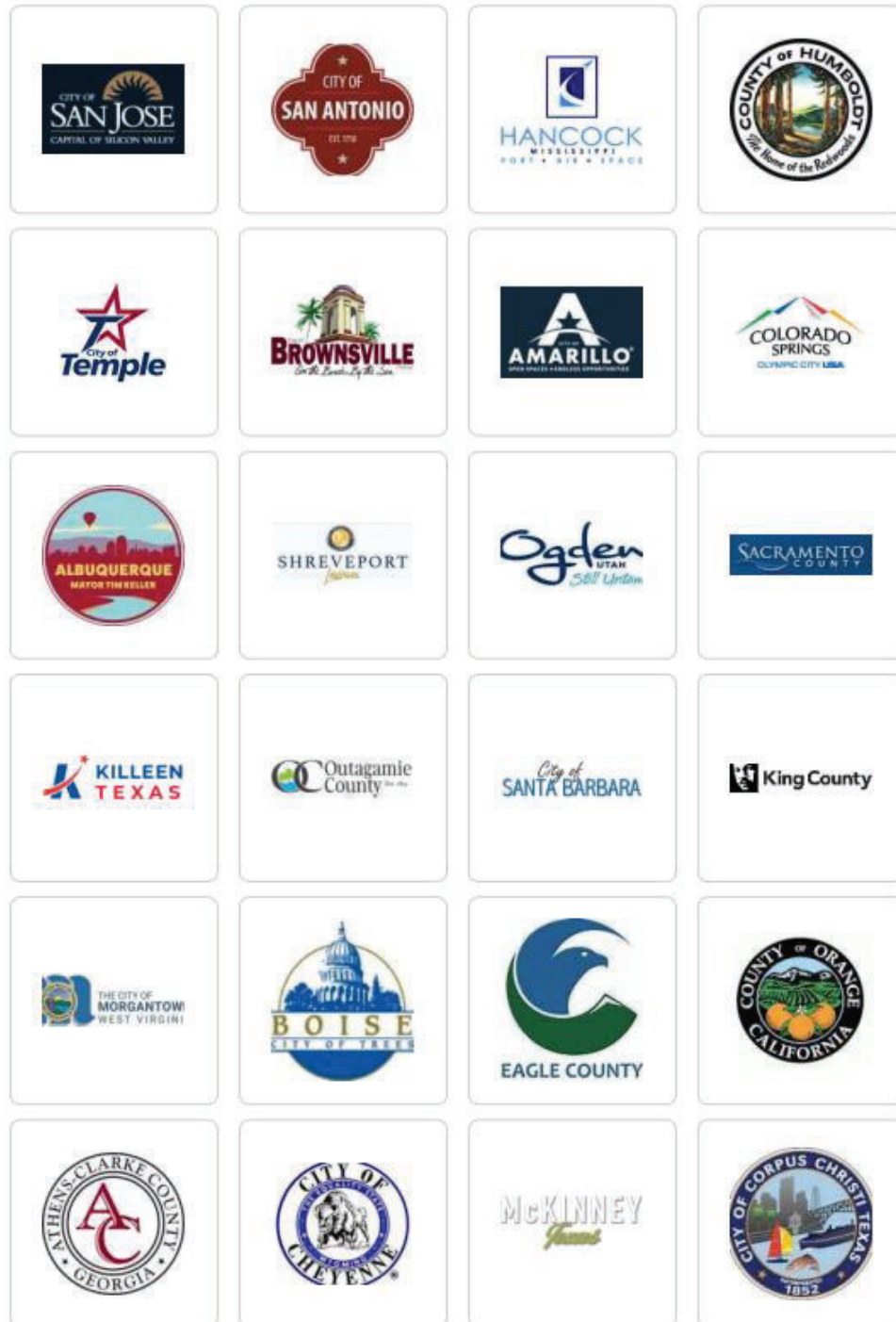
- Executive Recruitment
- Human Resources
- Solutions, Strategic/Business Management
- Organizational Leadership Publicly Elected Board experience
- Compensation Studies
- Information Technology
- Marketing
- Research
- Sourcing and more!

Click [here](#) for bios.



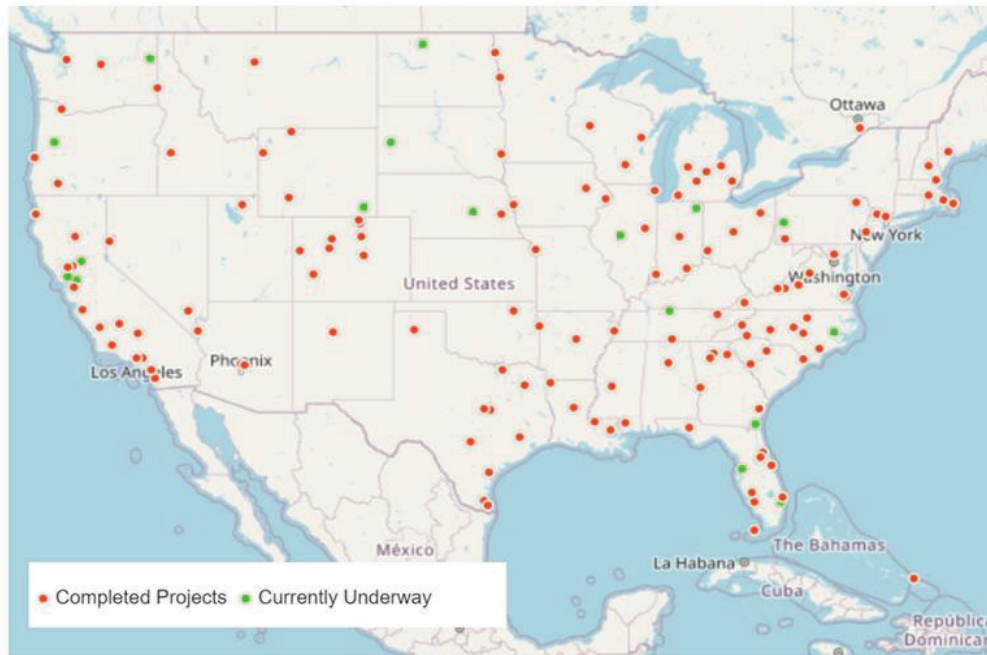
"Our clients are our reason for our existence. When they express a need, we listen."
~Doug Kuelpman, President / CEO, ADK Consulting & Executive Search

Some of our Clients



... And More! Click [here](#) for a complete list.

Where We've Worked



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Visit Us Online:

<https://adkexecutivesearch.com>

*Thank you for your consideration!
We look forward to working with you!*