

Overview of Commercial Construction Experience

Decision Toolbox has recruited for thousands of commercial construction industry positions in our history, from a Remediation Project Manager for Parsons Corporation to Construction Project Managers for J.R. Abbott Construction, to Business Analysts for AECOM. Some of the clients we have partnered with include:

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|--------------------------|---|
| ACCO Engineered Systems | Irwin Industries |
| AECOM | Parsons Corporation |
| Cummins Cal Pacific | Salomon Construction and Repair |
| Custom Building Products | SPEC Process Engineering and Construction |
| J.R. Abbott Construction | United Construction Company |
| Interior Systems, Inc. | Worley Parsons |

Client Highlight - J.R. Abbott Construction

In 2005, J.R. Abbott Construction launched its first project with Decision Toolbox for a Commercial Construction Project Manager in Arcadia, California. J.R. Abbott Construction Inc. is headquartered in Seattle, Washington and serves a variety of construction markets including retail, grocery, healthcare, seismic upgrades, warehouse and distribution, non-profit and tenant improvement. After successfully filling this first position with an outstanding candidate in less than 60 days for a 3.4% Cost Per Hire, J.R. Abbott engaged Decision Toolbox to assist with additional hiring over the next four years of company growth. Positions filled include:

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|----------------------------------|-----------------------------------|
| Project Manager, Arcadia | Construction Superintendent |
| Construction Project Manager, LA | Project Executive/Project Manager |
| Project Engineer | Service Project Coordinator |
| Senior Project Engineer, Seattle | |

Each of these hires required industry specific talent, and a high caliber of professional skill. To date, Decision Toolbox is filling these positions for an overall Cost Per Hire of 10% of salary, and is presenting the candidate who is ultimately hired within an average of 18 days from project launch. Sample position stats below:

DECISION TOOLBOX PROJECT SUMMARY STATS

 **Construction Superintendent** (8331102)
Location: CA - Los Angeles

Hiring Manager (HM)	Hagan, Dave
Recruitment Coordinator (RC)	Valerie Flash
Recruitment launched	04/26/2006
First (fully Phonescreened) prospect presented	05/08/2006 (12 days)
Total number of candidate prospects "touched" by DT	303
Number of interested candidate prospects captured and screened by DT	50
Number of thoroughly screened candidates presented by DT to the HM	3
Number of candidates interviewed by the HM	1
Days from DT launch to hire	21
Days to find, screen and present the candidate who was hired	12
DT fee as % of starting base salary	6.7%

Client Testimonial

From the President of J.R. Abbott, in response to a Quality Survey in which he rated the Overall Quality of Decision Toolbox 's service a "10":

"Notes to put the rest of my comments in context.

- 1) I rarely give a "10" on any assessment. An "8" is usually really, really good.
- 2) If there is one group of people I have hated to deal with over the years it would be recruiters.

But Decision Toolbox did an awesome job. The Decision Toolbox Recruitment Partner approached this project like she was an Abbott employee. She was clearly working on our behalf. She has to be working 20 hours a day to be as "on top of it" as she was. She a cool head and was focused making sure the strategy we were employing made sense. By FAR the best recruiting experience I have had. As far as I am concerned from here on in, outside of finding people through our own network (which is best), DT will be my first choice.

Good job.

John"

(John McGowan, President J.R. Abbott)



DECISION TOOLBOX PROJECT SUMMARY STATS

Construction Project Manager (8239106)

Location: WA - Seattle

Hiring Manager (HM)	McGowan, John
Recruitment Coordinator (RC)	Valerie Flash
Recruitment launched	07/25/2006
First (fully Phonescreened) prospect presented	08/03/2006 (9 days)
Total number of candidate prospects "touched" by DT	374
Number of Interested candidate prospects captured and screened by DT	36
Number of thoroughly screened candidates presented by DT to the HM	5
Number of candidates interviewed by the HM	1
Days from DT launch to hire	75
Days to find, screen and present the candidate who was hired	31
DT fee as % of starting base salary	6.1%

