



"Providing Executive Search Recruiting Services  
Exclusively to the Hotel Industry Since 1995.



### **10 Reasons to Select HCS as Your Recruitment Partner**

1. The HCS Team is made up of Competent, Integrity Based Hoteliers who have successfully placed Hotel Management candidates in all 50 States, representing over 100 U.S. Hotel Management Companies.
2. HCS develops an Opportunity Profile (OP) on each recruiting assignment. (See FAQ's section)
3. HCS presents candidates to the Hiring Manager in the format of a Candidate Presentation (CP). (See FAQ's section)
4. HCS has developed an ever-growing database, currently consisting of over 5 thousand US Hotel

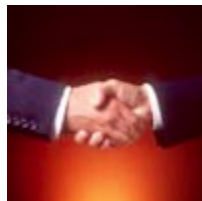


### ***Frequently Asked Questions***

#### **We don't have a budget for Executive Search How can we afford HCS?**

HCS clients reduce their lost revenue, lost productivity, overtime pay and enumerable turnover costs by allowing HCS to quickly fill their open positions with the most suitable candidates.

#### **What does CP stand for and What does HCS do differently in the interview process?**



CP stands for Candidate Presentation. HCS presents candidates to the employer via a document called a Candidate Presentation. The CP is designed to take the guesswork away from the client and provide answers to the questions apparent within any resume.

The CP includes interview and screening notes from two or more HCS recruiters. Call now and we will email or fax to you a sample CP today!

#### **How does the OP create a benefit for the Client and the Candidate?**

Management candidates.

5. HCS assigns a team of recruiters to each assignment, ensuring access to the entire candidate pool.
6. HCS successfully completes recruiting assignments faster than employers can do on their own.
7. HCS only presents candidates who are well screened for each particular position.
8. HCS surfaces and presents candidates to employers in a confidential manner.
9. HCS candidates pass a minimum of two interviews before being presented to the employer.
10. HCS is the only Executive Search Firm endorsed by the Hotel Recruiting Association of America (HRAOA).



OP stands for Opportunity Profile. The OP clarifies what the employer is looking for in a candidate. It is selectively used as a marketing tool to attract superior candidates. Typically the Employer sends HCS new recruiting assignments in a one sentence Email containing the title, property, and name of the hiring manager. HCS then researches the Company, Property, and Position and drafts a three-page document called an Opportunity Profile. HCS reviews the OP with the Hiring Manager who invests about ten to fifteen minutes editing and approving the OP. The approved OP is utilized for screening candidates and on non-confidential assignments the OP is shared with candidates as a marketing tool. The OP is a true time saver for the Client, as only candidates who match the critical Candidate requirements section of the OP are presented. Candidates regularly comment on how impressed they are with the comprehensiveness of this document and often it is the reason that they consider the opportunity seriously.

### Who founded HCS?

Mitchell T. Prager, CHA founded HCS. Mr. Prager earned his Bachelors of Science Degree in Hotel Administration from the University on Nevada Las Vegas, worked his way up in the Hotel Industry and enjoyed twelve years as a full service General Manager for Doubletree and Embassy Suites before working in the Hotel Corporate capacity of hiring and training GM's and property level



department heads. Mr. Prager has been on the Advisory board of several Hotel Colleges and was selected as Allied Member of the Year by the Arizona Hotel & Lodging Association. Mr. Prager leads the HCS team of National Recruiting Consultants, Database Recruiters, Internet Recruiters, and Network Recruiters. Everyone on the HCS team has hands on experience working in the US Hotel Management Industry. The team is committed to continuous improvement, integrity, honesty, and performing "In The Spirit of Hospitality".

# References

**HCS** has successfully placed Hotel Management candidates in all 50 U.S. States. HCS has worked with over 100 U.S. Hotel Management companies and will gladly share a confidential reference list when appropriate. Following is a summary of references:

"We have many outstanding sales management individuals throughout our 50+ hotels that were surfaced by HCS. We have worked with HCS since 1996 and are grateful to be associated with them. I personally am pleased to recommend HCS to other U.S. Hotel Management Employers."

*Ms. Sue Serena*  
*Vice President of Sales*  
*Shaner Hotel Group*

"Your organization has been invaluable to me in finding many of our talented GM's & DOS's that are currently employed with us today. I have always recommended you to our RVP's that are in need of your services and will continue to do so. You have a very professional organization and are very responsive to our needs."

*Mr. Brent Spaeth*  
*Senior Vice President of Operations*  
*La Quinta Inns, Inc.*

"I was happily surprised by the thoroughness with which you approached your first assignment with us. From the insightful way in which you prepared the Opportunity Profile to the time you took interviewing candidates before passing them along to me. I felt that you approached our search assignments with a refreshing level of professionalism."

*Mr. Ralph Thiergart*  
*Senior Vice President*  
*Dimension Development Inc.*

"HCS did in 3 weeks what took us 3 months to do, and they saved us thousands in lost revenue and turnover costs. After months of trying to surface one suitable candidate on our own, HCS presented 3 outstanding candidates to us in 3 weeks. HCS understands our industry, they speak our language and they are a pleasure to deal with. HCS has never failed to quickly present suitable candidates."

*Mr. Larry Tyree*  
*Regional Director of Human Resources*  
*MeriStar Hotels & Resorts, Inc.*

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**The** HCS team and their families proudly invite you to experience their outstanding levels of service and commitment to recruiting for the U.S. Hotel Industry.

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