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We just celebrated the first anniversary of Blue Heron Executive Search & Consulting, Ltd. and are delighted to reflect back on a busy, exciting time with many accomplishments. It was a great year that clearly established strong relationships with clients and candidates.

Every new business has challenges in their initial year, Blue Heron's came in the form of Hurricane Isabel in September, 2003, that destroyed the office. New ground was broken in January 2004 (as well as new pilings) and, in May, Blue Heron moved into a new and even better space.

Announcing

THE ANNIVERSARY OF BLUE HERON

NEW CLIENTS FOR BLUE HERON CAME FROM THE FOLLOWING INDUSTRIES:

- Consumer & Durable Goods Manufacturing
- Environmental Engineering
- Aluminum Extrusion Manufacturing
- Healthcare
- Dairy Manufacturing

SEARCHES RANGED FROM PRESIDENT TO DIRECTOR LEVELS AND INCLUDED THE FOLLOWING FUNCTIONAL AREAS:

- Executive Management
- Human Resources
- Legal Council
- Customer Service
- Information Technology
- Business Development

ADDITIONAL HIGHLIGHTS INCLUDED:

- Jennifer Smiley joined Blue Heron, bringing over eight years of experience in Human Resources. The most recent being in recruitment with Dell Computers in Austin, Texas.
- Laura Stoddard was invited into the membership of the Society of International Business Fellows and completed SIBF's in-residence New Member Program in Chile, Brazil and Argentina.
- Blue Heron received certification from Women's Business Enterprise as a minority/woman owned business.
- Blue Heron's Office was highlighted in the *Virginia Chesapeake Bay Splash Magazine* two weeks prior to Hurricane Isabel.
- Blue Heron completed a consulting project for Infilco Degremont which included filling the role of Acting Vice President of Human Resources, completing an audit of the Human Resources function, providing significant cost saving solutions for Employee Benefits and Facilities, and completing the search for the Vice President of Human Resources.

WE HAVE TRULY VALUED THE FEEDBACK AND COMMENTS FROM CLIENTS AND CANDIDATES

We were thrilled with Blue Heron's work at Virginia Hospital Center (Arlington). This was a very challenging search, so much so, that we had a consultant backup plan, believing that we might not be able to find what we were looking for. Laura amazed both the Chief Nursing Officer and me with the quality of the candidates and the speed with which she delivered the pool. The individual we hired is terrific, has outstanding credentials and experience and has been able to deliver more than we had hoped for.

David Crutchfield • Vice President & CIO • Virginia Hospital Center – Arlington Health System

I truly enjoyed the opportunity we had to share our collective Human Resources experiences. It is unfortunately a rarity when Executive Recruiters take as much time and effort as you did with me to thoroughly explain the business issues in addition to the "unwritten" position requirements. The fact that you do that as a normal practice explains why you are keeping so busy in times when other recruiters are looking for work. As a Human Resources professional and a candidate, I appreciate the extra effort!

George H. Greb, Jr. • Director, Human Resources • ADP Claims Services Group

We enjoy working with Blue Heron Executive Search. They are dedicated to understanding our organization and our culture. We have developed a partnership that has placed many successful hires inside our company and we look forward to many more in the future.

Tammy Cummings • Vice President, Human Resources • Tredegar Corporation

Laura Stoddard, of Blue Heron, was an enormous help to Infilco this last year. During a tough time, she provided not only the stability for continued day to day operation of the Human Resources function but she went beyond our expectations in developing recommendations for significant cost savings solutions in a number of key Human Resources areas and providing a smooth transition for the new Vice President. At the same time, I was also very pleased with her executive search process and the terrific quality of candidates she presented.

Marc Hauchecorne • CEO • Infilco Degremont

I truly enjoyed my working relationship with Blue Heron Executive Search. As both a past candidate and a client, working with Blue Heron is a pleasure. They are extremely professional and committed to high quality and getting the job done.

Mason Dirickson • Vice President, Human Resources • Infilco Degremont