

# Reffett Associates

---



**Building future value for  
our clients by helping them  
build great teams today**

**Prepared  
for the  
Port of Tacoma**

- 
- ❖ A veteran owned retained executive search firm founded in 1994 that provides professional services to a variety of clients in the public and private sector.
  - ❖ Our Managing Directors come from senior leadership positions that provide insight and bring national and international contacts.
  - ❖ Six offices nationwide including: Seattle, WA; Washington, D.C; Dallas, TX; and Metro New York (based in Connecticut); with national and international reach.
  - ❖ Rated #1 Executive Search Firm in the U.S. by DiversityInc Magazine.

# Our International Scope

A Member Firm of



Agilium worldwide was ranked in 2016 by Hunt Scanlon as one of the “Global 25” of top executive search organizations in the world.

With members in 38 countries, Agilium Worldwide ranks among the world's top 20 executive search organizations. Hence, Refett Associates has the capability to provide executive search services in virtually every major international market.

Founded in 1984, Agilium Worldwide has a global network of independent executive search firms with locations worldwide, serving the Americas, Asia Pacific, Europe, the Middle East and Africa.

- Argentina
- Australia
- Austria
- Brazil
- Canada
- Chile
- China
- Columbia
- Denmark
- France
- Finland
- Germany
- Ghana
- India
- Italy
- Japan
- Mexico
- Middle East
- Netherlands
- Nigeria
- Norway
- Peru
- Poland
- Portugal
- Romania
- Russia and CIS
- South Africa
- Spain
- Sweden
- Switzerland
- United Kingdom
- United States

# Team Members



## **Bill Reffett , Managing Partner • Seattle, WA**

- 20 years placing exceptional talent as founder of Reffett Associates, a respected executive search firm
- Served as the SVP, Chief Administrative Officer for Cavenham (USA), the US-based investment arm of the late Sir James Goldsmith
- Former Vice President & Partner with Korn/Ferry International and Senior HR Executive of a major East Coast food retailer and West Coast department chain
- Former Deputy Commander (IMA), Defense Logistics Agency, Department of Defense
- Retired Colonel (USAR) with 27 years combined active/reserve service
- B.S. from USMA and Graduate of US Army War College, and JD from Capital University



## **Eric Reffett, Managing Director • Metro D.C.**

- 15 years at Booz Allen Hamilton leading a variety of efforts for US Government clients
- Currently serving as a Principal for Booz Allen Hamilton based in Washington, D.C. where he is leading efforts in the Chemical, Biological, Radiological, and Nuclear arenas
- Prior to joining Booz Allen, he was an Analyst at Synergy when they were acquired by ICF International
- Eric is a 24 year veteran of the USAF and is a member of the George Mason University Honors College Advisory Board
- Eric holds a Doctorate from the University of Alabama, is a graduate of Harvard's Kennedy School of Government and the Air Force Academy



## **Tom Young, Director of Operations • Seattle, WA**

- Former District Director and Counsel for Congressman Dave Reichert WA 08. Directed and managed business outreach including trade, small business, manufacturing and clean technology, as well as environmental, energy and transportation issues.
- Directed and managed federal casework for : VA, IRS, SBA, Immigration, USACE, banking and more.
- J.D. and M.P.P. from Regent University, Virginia Beach Virginia; - B.A. from University of Washington.
- Puget Sound Business Journal's 40 Under 40 class of 2011



## **Marshall Reffett, Managing Director • Washington, D.C. and Seattle, WA**

- Managing Director of Reffett Associates since 2009, working in a variety of industries including, government/defense, financial services and retail
- Former Legislative Assistant to Congressman Dave Reichert of the House Ways and Means Committee. Advised Congressman on Defense, Foreign Affairs, Transportation, Financial Services, Small Business and Housing legislation
- Helped to position the Congressman as a leader on global health issues and working with such organizations as UNICEF, Save the Children, and the U.S. Global Leadership Campaign
- Previous Director of Research, assisting with numerous executive searches, working with clients in a wide variety of industries
- His education includes BA from Wake Forest University, MA from the U.S. Naval War College with distinction, plus post graduate work at Johns Hopkins

# Team Members



**Margaret Gottlieb, Managing Director • Washington, D.C.**

- 10+ years of executive search experience, with a focus on engagements for the U.S. Government
- Previous clients include the IRS, OPM, GAO, USDA, FAA and DOE
- Former Government Affairs Director for the Direct Marketing Association of American, President of the Washington Area State Relations Group and Chair of the Congressional Relations Committee of Women in Government Relations
- Previous experience on Capitol Hill and in the Ohio House of Representatives
- B.A. from University of Cincinnati and J.D. from the Cleveland-Marshall College of Law, where she was an editor of the law review



**Raymond J. Arroyo, Managing Director • Metro NYC**

- Fortune 50 fully bilingual/bicultural (Spanish/English) leader with 20+ years of HR and business experience
- Extensive experience in assessing talent needs amidst major corporate restructuring in consumer goods, healthcare, insurance, financial service, and nonprofit sectors
- Leadership roles as Chief Diversity Officer, Senior HR Executive, Head of Distribution Channels, Head of Talent Acquisition, Chairman-elect, U.S. Hispanic Chamber of Commerce, Treasurer, Wheeler Clinic, and member of the National Hispanic Medical Association Board of Directors
- B.A. and M.S. degrees from New York University; Governance certificate from Harvard Business School



**Lonnie P. Taylor, Senior Advisor • Washington, D.C.**

- 20+ years of experience in managing executives and recruiting talent
- Former search executive at Heidrick & Struggles, Boyden and Diversified Search where he established and sustained Government, Legal and Public Affairs practice groups through search retention, execution and management consulting
- Held distinguished roles in both government and the private sector including leadership roles on Capitol Hill, in the Administration, and with the U.S. Chamber of Commerce
- Serves on the board of International Social Service-USA, former Chairman of the Board of Youth Service America and the Washington Area Council on Alcohol and Drug Abuse
- Juris Doctorate from Georgetown University Law Center; B.A. from George Washington University



**Angel L. Rodriguez, Managing Director • Dallas, TX**

- Most recently, Chief HR Officer for World Ventures, a travel and direct selling organization with over 225,000 independent field reps and headquarters staff
- Former Senior HR for Kellogg International and SVP of HR for United Surgical Partners International and accountable for the Human Capital in Asia, Europe, and South America
- Experience portfolio includes CPG, DSD, Manufacturing, Logistics, Supply Chain, Sales, Marketing, MLM, and Healthcare
- Former member of Board for Girl Scouts of the USA, Advisory Board Chair for National Society of Hispanic MBA's
- Group Vice President HR for Frito Lay / PepsiCo North America; VP-Staffing and Diversity for Frito-Lay
- M.B.A. from University of Texas at Dallas; BA from The University of Connecticut; Bilingual / Bicultural

# Recent Government Experience

---

With extensive public sector experience, the firm has filled numerous positions for a variety of federal agencies including:

## **Department of Transportation (DOT)**

- ✓ *Associate Administrator for Business & Finance Development, Maritime Administration*
- ✓ *Superintendent U.S. Merchant Marine Academy*

## **United States Navy (Department of the Navy)**

- ✓ *President, Naval Post Graduate School*

## **Army and Air Force Exchange Service (DOD)**

- ✓ *President, CEO*
- ✓ *Chief Information Officer*
- ✓ *SVP eCommerce*
- ✓ *VP, Strategic Marketing*

## **U.S. Department of Agriculture (USDA)**

- ✓ *SAP IT Program Manager*
- ✓ *SAP Advanced Business Application Programming (ABAP) Developer*
- ✓ *SAP Quality Assurance Specialist*
- ✓ *SAP Systems Accountant*

## **Food and Drug Administration (FDA)**

- ✓ *Deputy Office Director for the Office of Drug Evaluation 2 (ODE2)*
- ✓ *Deputy Office Director for the Office of Oncology Products (OODP)*
- ✓ *Deputy Office Director for the Office of New Drugs, Immediate Office (OND/IO)*
- ✓ *Division Director, Division of Pharmacovigilance II, Office of Surveillance and Epidemiology*
- ✓ *Associate Director for Risk Science, Intelligence & Prioritization*
- ✓ *Deputy Associate Director for Policy, Office of Regulatory Policy*

## **Department of Veterans Affairs**

*(5 year Blanket Purchase Agreement)*

## **FirstNet**

- ✓ *(CEO, Board of Directors and SES positions)*

## **City of Charlotte, NC**

- ✓ *Blanket Purchase Agreement*

# Experience: Pacific Northwest Companies

---

We have a strong connection to the Pacific Northwest:

## **Sound Transit**

- ✓ *Executive Director – Design, Engineering and Construction Management*

## **Bartell Drugs**

- ✓ *CEO, Chief Executive Officer*
- ✓ *SVP, Human Resources*

## **Seattle Mariners**

- ✓ *SVP, Ballpark Operations*
- ✓ *SVP, Human Resources*

## **Boeing Employees Credit Union**

- ✓ *VP, Human Resources*

## **Peekay Boutiques**

- ✓ *Chief Digital Officer*

## **City of Seattle**

- ✓ *Director, Department of Transportation*

## **United Way of King County**

- ✓ *President/CEO*

## **Washington State Healthcare Authority**

- ✓ *Chief Financial Officer*

## **Recall Infolink**

- ✓ *Lead Developer*
- ✓ *Software Engineer*

## **Waterjet Holdings Inc.**

- ✓ *VP, Global After Market Sales*

## **Kalama Chemical**

- ✓ *VP of Sales*

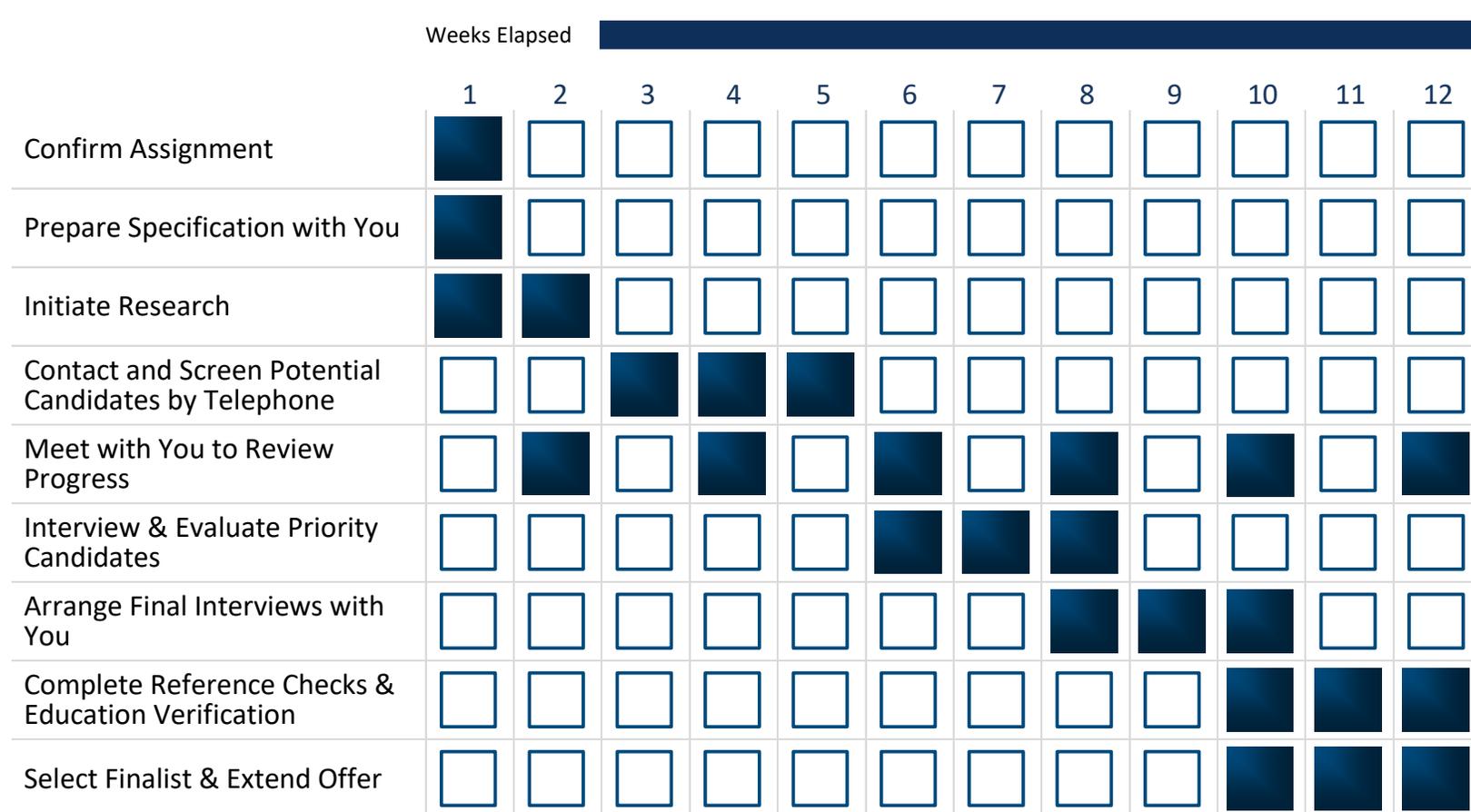
# Our Search Process

Our firm follows a four-step approach for conducting the executive search assignment.

Define Objectives and Specifications	Identify, Interview and Assess Candidates	Candidate Interviews	Final Interviews and Selection of New Candidate
<ul style="list-style-type: none"><li>• Initial consultation with key executives</li><li>• Interview senior executives</li><li>• Obtain understanding of objectives and critical issues</li><li>• Specify and agree on candidate profile</li><li>• Define compensation “package” parameters</li></ul>	<ul style="list-style-type: none"><li>• Identify and confirm target sources</li><li>• Identify, interview and evaluate candidates</li><li>• Narrow list of candidates</li><li>• Prepare background profile</li><li>• Review profiles with the search committee</li></ul>	<ul style="list-style-type: none"><li>• Prepare detailed profiles on each candidate</li><li>• Select top candidates to be interviewed by search committee</li><li>• Work closely with search committee on interview process</li><li>• Conduct reference Checks</li></ul>	<ul style="list-style-type: none"><li>• Gain agreement on final candidate</li><li>• Final compensation negotiations</li><li>• Close the loop</li><li>• Follow-up</li></ul>



# Our Timeline



**Our timeline is designed to complete every assignment within 90 days.  
A schedule to meet your own timing will be arranged as you prefer.**

# Our Project Team

---

- ❖ Tom Young, Director of Operations, will be the point of contact for this search.
- ❖ Bill Reffett, Managing Partner, will direct this search.
- ❖ Additional assistance will be provided by:
  - ✓ Marshall Reffett, Managing Director, Seattle
  - ✓ Reffett Associate team members



# Reffett Associates

**efficient & effective searches  
that yield results**

**For more information contact:**

**Tom Young**

**Director of Operations**

**(206) 456-4458**

**[Tom.young@reffettassociates.com](mailto:Tom.young@reffettassociates.com)**