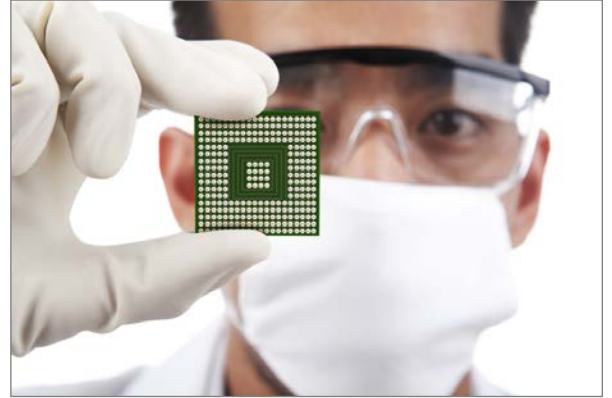


TECHNOLOGY RECRUITING IS OUR SPECIALTY

- CEOs, Presidents and VPs
- Design Engineers and Managers
- Engineers, Mechanical, Electrical, Software
- Field and Customer Service Engineers and Managers
- Sales Engineers
- Process and Application Engineers
- Product and Marketing Managers
- Sales and Marketing Executives
- Technical Directors



Experience tells us that the best candidates may not be looking at internet job boards or social media sites for employment. They will, however, respond to the right opportunity when it is presented to them.

We Can Find The Right People

When the right people are doing the right jobs, a business thrives. But finding these people takes time, and the demands of running a company may interfere with effective recruitment. If this situation sounds familiar, Dick Williams & Associates (DWA) is the solution.

We can help you find highly-qualified people who are compatible with the style and structure of your organization; and we can find them quickly.

Search Makes Sense When:

- timing is critical
- internal promotion is not possible
- the position is specialized
- the situation is sensitive
- confidentiality is essential

We Know the Territory

DWA Search has more than 30 years experience in the semiconductor equipment, electronics materials and chemical industries. We have been in your shoes, and we know the kinds of problems you face every day. Our search process begins with a careful evaluation of your priorities and objectives.

We know you're looking for good people, not just good statistics. Our recruiting goes beyond traditional computer searches, advertisements and résumé files. It includes personal, confidential contact with business leaders and expert referrals in key industries throughout the world.

DWA Search Delivers

- We complete most searches in a matter of weeks—considerably less than the industry average.
 - From start to finish, your search is in the hands of an individual recruiter who understands your business in-depth.
 - Unlike some larger firms, we do not delegate aspects of your search to subordinates.
 - We project a professional image of your company to the candidates you want to attract.
 - We maintain close contact with you throughout the search.
 - We help negotiate salary, benefits and relocation arrangements.
-

“I won't send you anyone I wouldn't hire myself.”

Dick Williams - Founded in 1988 by Dick Williams - semiconductor executive bringing firsthand experience to the search process - is well versed in the areas of capital equipment, instrumentation, materials and chemicals. As a president, sales and marketing vice-president and an operations director and one-time job seeker, Dick understands recruitment from the candidate's point of view.



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