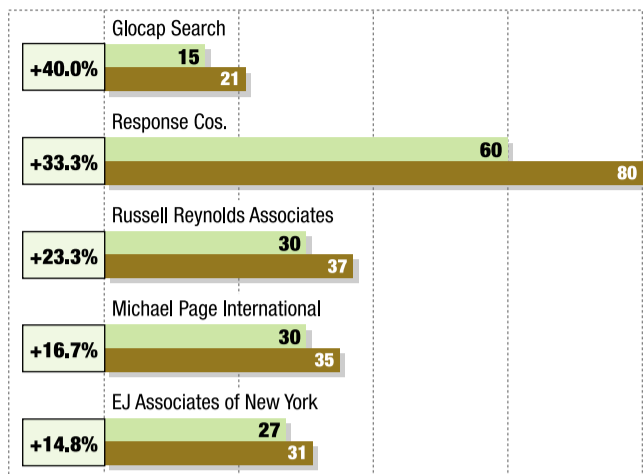


**Biggest Gainers**

By number of New York area recruiters

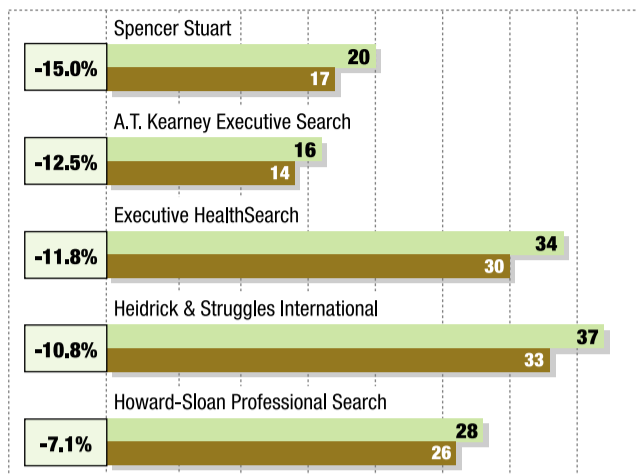
% change 2002 2003



**Biggest Losers**

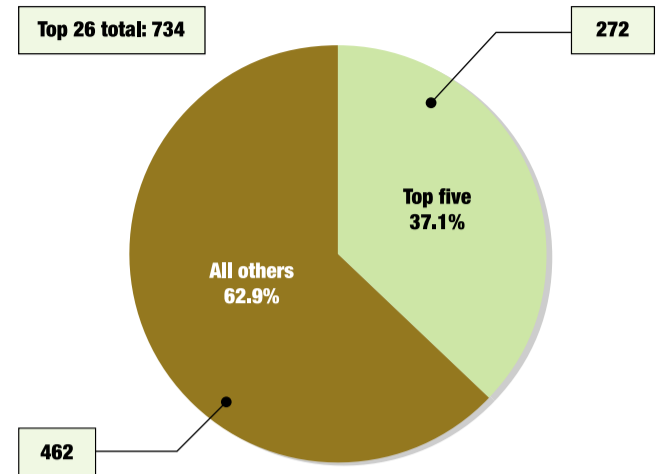
By number of New York area recruiters

% change 2002 2003



**Share for Top Five Companies**

By number of New York area recruiters



# New York Area's Largest Executive Recruiters

Ranked by number of area recruiters

Rank	Company	Phone/Web site	Head of NY area office	New York area recruiters <sup>1</sup>		U.S. recruiters <sup>1,2</sup>		2003 billings (in millions)		% of billings from retained searches	Year NY office founded	Selected areas of specialization
				2003	2002	2003	2002	N.Y.	U.S. <sup>2</sup>			
1	<b>Response Cos.</b> 23 E. 39th St. New York, NY 10016	(212) 295-4343 www.responseco.com	Allen Gutterman President	80	60	80	60	\$70.0	\$70.0	55%	1989	Accounting, finance, securities, mortgages/banking, health care
2	<b>Solomon Page Group<sup>3</sup></b> 1140 Sixth Ave. New York, NY 10036	(212) 403-6100 www.solomonpage.com	Lloyd Solomon, Scott Page Managing directors	69	65	77	73	\$22.8	\$25.4	65%	1991	Financial services, health care and life sciences, publishing, information technology, accounting
3	<b>Spherion Corp.</b> 350 Park Ave. New York, NY 10022	(212) 213-3600 www.spherion.com	John Gramer Branch director	47	41	339	328	n/d	n/d	54%	1993	Accounting, finance, tax, technology
4	<b>Korn/Ferry International<sup>4,5</sup></b> 200 Park Ave. New York, NY 10166	(212) 687-1834 www.kornferry.com	Charles W.B. Wardell III Managing director, Northeast region	39	39	214 <sup>6</sup>	221 <sup>6</sup>	n/d	\$169.9 <sup>6</sup>	100%	1970	Financial services, consumer retail, technology, life sciences, industrial
5	<b>Russell Reynolds Associates</b> 200 Park Ave. New York, NY 10166	(212) 351-2000 www.russellreynolds.com	James M. Bagley, Joseph A. Bailey III Managing directors	37	30	114	97	n/a	n/a	100%	1969	CEOs/corporate officers/board members, financial services, consumer markets, industrial, technology
6	<b>Michael Page International</b> 405 Lexington Ave. New York, NY 10174	(212) 661-4800 www.michaelpage.com	Gary James Managing director, North America	35	30	40	30	\$4.5	\$5.0	60%	1997	Banking, financial markets, finance, accounting
7	<b>Heidrick &amp; Struggles International Inc.</b> 245 Park Ave. New York, NY 10167	(212) 867-9876 www.heidrick.com	Anne Wyser-Pratte Managing partner	33	37	153 <sup>6</sup>	174 <sup>6</sup>	\$28.3 <sup>7</sup>	\$129.3 <sup>6,7</sup>	96%	1963	Financial services, consumer, technology and professional services, industrial, CEOs/corporate officers/board members
8	<b>Options Group</b> 121 E. 18th St. New York, NY 10003	(212) 982-0900 www.optionsgroup.com	Michael Karp Managing partner	33	31	35	33	n/a	\$10.0	65%	1992	Financial services
9	<b>EJ Associates of New York Ltd.</b> 295 Madison Ave. New York, NY 10017	(212) 953-3663 www.ejassociates.com	Jeffrey A. Sonenblum President Eric Levine Executive vice president	31	27	31	27	\$7.8	\$7.8	69%	1988	Hospitality, retail, human resources, clubs, entertainment
10	<b>Executive HealthSearch</b> 109 Croton Ave. Ossining, NY 10562	(888) 471-3244 www.executivehealthsearch.com	Kenneth Kruger President Alan Gordon Executive vice president	30	34	30	34	n/d	n/d	60%	1999	Health care administration, human resources management, physician executives, nursing management, managed care
11	<b>DHR International Inc.</b> 280 Park Ave. New York, NY 10017	(212) 883-6800 www.dhrinternational.com	Frank T. Spencer Vice chairman, partner	26	26	140	140	\$6.6	\$51.2	100%	1997	Retail/catalog/wholesale, financial services, technology, health care, nonprofit
12	<b>Howard-Sloan Professional Search Inc.</b> 1140 Sixth Ave. New York, NY 10036	(212) 704-0444 www.howardsloan.com	Mitchell Berger Chief executive	26	28	26	28	n/d	n/d	65%	1957	Legal, financial
13	<b>A-L Associates</b> 546 Fifth Ave. New York, NY 10036	(212) 878-9000 www.alassoc.com	Curt Miller Chief executive Ed Orchant President	22	22	22	22	n/d	n/d	60%	1970	Financial services, capital markets, operations, technology, legal
14	<b>Battalia Winston International</b> 555 Madison Ave. New York, NY 10022	(212) 308-8080 www.battaliawinston.com	Dale Winston Chairwoman, chief executive	22	22	28	28	\$9.7	\$12.8	100%	1963	Financial services, technology, consumer and media, industrial, health care
15	<b>Koren Rogers Executive Search</b> 701 Westchester Ave. White Plains, NY 10604	(914) 686-5800 www.korenrogers.com	Michael B. Koren Chief executive	22	21	22	21	n/d	n/d	90%	1988	Finance, accounting, life sciences, technology, marketing
16	<b>Glocap Search</b> 152 W. 57th St. New York, NY 10019	(212) 333-6400 www.glocap.com	Adam D. Zoia Managing partner	21	15	22	16	n/d	n/d	71%	1997	Private equity, hedge funds, asset management, investment banking, technology

## SERVICES

Rank	Company	Phone/Web site	Head of NY area office	New York area recruiters <sup>1</sup>		U.S. recruiters <sup>1,2</sup>		2003 billings (in millions)		% of billings from retained searches	Year NY office founded	Selected areas of specialization
				2003	2002	2003	2002	N.Y.	U.S. <sup>2</sup>			
<b>17</b>	<b>Viscusi Group Inc.</b> 2095 Broadway New York, NY 10023	(212) 595-3811 www.viscusigroup.com	<i>Stephen Viscusi</i> President, chief executive	20	20	20	20	n/d	n/d	100%	1985	Furniture, floor covering, kitchen/bath, upholstery
<b>18</b>	<b>Rhodes Associates</b> 555 Fifth Ave. New York, NY 10017	(212) 983-2000 www.rhodesassociates.com	<i>Steven Littman</i> Managing partner	18	18	18	18	\$9.3	\$9.3	100%	1969	Real estate, investment banking and capital markets, wealth management and private banking
<b>19</b>	<b>Global Research</b> 444 E. 82nd St. New York, NY 10028	(212) 980-3800 www.globalresearchnet.com	<i>Richard R. Wolf</i> President, chief executive	17	17	20	24	\$2.5	\$2.5	100%	1990	Pharmaceuticals, financial services, consulting, consumer products, health care
<b>20</b>	<b>Spencer Stuart<sup>3</sup></b> 277 Park Ave. New York, NY 10172	(212) 336-0200 www.spencerstuart.com	<i>William B. Clemens Jr.</i> Office manager	17	20	127	126	\$37.0	\$184.0	100%	1961	Consumer goods and services, financial services, industrial, life sciences, technology
<b>21</b>	<b>Howard-Sloan-Koller Group</b> 300 E. 42nd St. New York, NY 10017	(212) 661-5250 www.hsksearch.com	<i>Edward R. Koller Jr.</i> President, chief executive <i>Karen Danziger</i> Executive vice president	16	16	16	16	\$3.6	\$3.6	95%	1958	Print and online publishing, media and entertainment, direct marketing, advertising agencies, licensing and syndication
<b>22</b>	<b>OnPoint Partners Inc.</b> 666 Old Country Road Garden City, NY 11530	(516) 470-0747 www.onpointpartners.com	<i>John R. Prufeta</i> Chairman <i>Scott R. Stern</i> President	16	15	17	16	\$5.7	\$6.3	100%	1980	Managed health care, hospitals, technology, insurance, financial services
<b>23</b>	<b>F.P. Healy &amp; Co.</b> 8 Red Oak Drive Bronxville, NY 10708	(212) 661-0366 www.fphealy.com	<i>F.P. Healy</i> President	15	14	15	14	n/d	n/d	100%	1965	Computer systems, defense, financial services, pharmaceuticals, manufacturing
<b>24</b>	<b>A.T. Kearney Executive Search</b> 153 E. 53rd St. New York, NY 10022	(212) 751-7040 www.atkearney.com	<i>Russ Gerson</i> Vice president, geographic leader	14	16	73	87	\$2.3	\$25.3	100%	1965	Consumer/retail, education, financial services, business and professional services, technology
<b>25</b>	<b>Egon Zehnder International<sup>8</sup></b> 350 Park Ave. New York, NY 10022	(212) 519-6000 www.egonzehnder.com	<i>Marc P. Schappell</i> Managing partner	14	13	47	50	n/d	\$49.7	100%	1977	Financial services, consumer products/retail, life sciences, technology, private capital
<b>26</b>	<b>Stephen-Bradford Search</b> 1140 Sixth Ave. New York, NY 10036	(212) 221-6333 www.stephenbradford.com	<i>Erika Weinsten</i> Managing director	14	13	14	13	n/d	n/d	90%	1999	Advertising, beauty/luxury, market research, marketing, sales

**Mestel & Co. and Wesley Brown Bartle & Roldan Co., which were included in the Top 26 list in 2003, did not respond.**

**New York area** includes New York City and Nassau, Suffolk and Westchester counties in New York, and Bergen, Essex, Hudson and Union counties in New Jersey. Crain's New York Business uses staff research, extensive surveys and the most current references available to produce its lists, but there is no guarantee that these listings are complete. To qualify for this list, a company must have a New York area office and retained searches must represent 50% of billings or more. 60 companies were contacted for this list. Information was provided by the companies. In case of tied figures, companies are listed alphabetically. Billings figures are for calendar year unless otherwise noted. n/a Not available. n/d Not disclosed. 1-Full-time and full-time-equivalent recruiters as of Dec. 31. 2-Includes New York area. 3-Fiscal year ends Sept. 30. 4-Fiscal year ends April 30. 5-All figures include Korn/Ferry International Futurestep middle-management service. 6-Figure is for United States and Canada only. 7-Nine months ended Sept. 30, 2003. 8-Fiscal year ends Oct. 31.

RESEARCH: Denise Southwood, with contributions from Adrienne Pasquarelli and Jeanne Gillespie

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