

# Boston Business Journal

March 28 - April 3, 2008 Vol. 28, No. 9

THE LIST  
BostonBusinessJournal.com

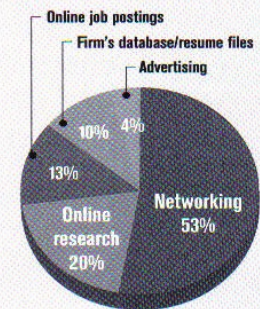
## Area's Largest Executive Search Firms

Contingency and retainer firms ranked by Mass. executive search revenue\*

Rank	Prior rank	Firms	2007 Mass. executive search revenue	Total 2007 revenue	% of business that is executive recruitment	Mass. recruiters	Mass. staff	Type of firm*	Average salary	CEO Titles
1	NR	Winter, Wyman & Co. 950 Winter St., Waltham 02451 (781) 890-7000 www.winterwyman.com	\$19,400,000	\$56,000,000	35%	120	161	Contingency	\$95,000	Bob Boudreau CEO
2	3	J. Robert Scott 260 Franklin St., Boston 02110 (617) 563-2770 www.j-robert-scott.com	\$14,987,148	\$16,170,343	100%	14	30	Retainer	\$249,920	William Holodnak President
3	2	Korn/Ferry International 265 Franklin St., Boston 02110 (617) 345-0200 www.kornferry.com	\$14,500,000	\$805,000,000	100%	10	34	Retainer	\$400,000	Robert Sullivan Office managing director
4	4	Beacon Hill Staffing Group 152 Bowdoin St., Boston 02108 (617) 328-4000 www.beaconhillstaffing.com	\$9,874,000	\$44,390,000	26%	78	84	WND	WND	Andrew Wang CEO
5	NR	CTPartners One Federal St., Boston 02110 (617) 316-5500 www.ctnet.com	\$9,555,783	\$110,106,900	100%	12	18	Retainer	\$475,000	Brian Sullivan CEO
6	6	Isaacson, Miller Inc. 334 Boylston St., Boston 02116 (617) 262-6500 www.imsearch.com	\$8,188,849	\$12,325,000	100%	41	65	Retainer	\$217,690	John Isaacson Managing director
7	1	Heidrick & Struggles International Inc. 150 Federal St., Boston 02110 (617) 797-6300 www.heidrick.com	\$7,960,000	\$619,654,000	100%	6	16	Retainer	\$344,700	L. Kevin Kelly President, CEO
8	9	Management Recruiters-The Boston Group 607 Boylston St., Boston 02116 (617) 262-5050 www.mri-boston.com	\$7,400,000	\$600,000,000	99%	50	60	Contingency and retainer	\$150,000	Jack Mohan Owner, President
9	7	Conley & Co. 260 Franklin St., Boston 02110 (617) 399-5400 www.conley.com	\$6,200,000	\$9,500,000	100%	10	20	Retainer	\$300,000	Kevin Conley President, CEO
11	18	Michael Page International 125 High St., Boston 02110 (617) 428-3793 www.michaelpage.com	\$5,000,000	\$5,000,000	80%	25	28	Retainer	WND	Stephen Ingham Worldwide CEO
10	10	Logix Inc. 1801 Trapelo Road, Waltham 02451 (781) 890-0500 www.logixinc.com	\$4,480,000	\$5,600,000	100%	17	29	Contingency and retainer	\$110,000	David Zell CEO, President
12	14	Witt/Kieffer 25 Burlington Mall Road, Burlington 01803 (781) 272-8899 www.wittkieffer.com	\$4,302,088	\$37,093,259	100%	6	12	Retainer	\$308,128	Jim Gauss President, CEO
13	11	DHR International 101 Federal St., Boston 02110 (617) 342-7127 www.dhrinternational.com	\$4,200,000	\$125,000,000	100%	6	7	Retainer	\$250,000	David Hoffmann Chairman & CEO
14	5	Kforce Inc. 155 Federal Road, Boston 02110 (617) 350-0945 www.kforce.com	\$4,051,000	\$1,036,910,000	10%	82	112	WND	\$80,000	Mark Biscoe Jr. President-Northeast
15	12	Management Search Inc. 201 Park Ave., West Springfield 01089 (800) 405-1192 www.msi1.com	\$3,500,000	\$5,200,000	100%	22	25	Retainer	\$120,000	Stephen Judge President, CEO
16	NR	Venturi Staffing Partners One Liberty Square, Boston 02109 (617) 695-1700 www.venturipartners.com	\$3,417,000	\$1,000,000,000	40%	33	36	Retainer	WND	Fred Kohne CEO
17	13	Battalia Winston International 101 Federal St., Boston 02110 (617) 345-5505 www.battaliawinston.com	\$3,200,000	\$17,300,000	100%	5	WND	Retainer	\$190,000	Dale Winston Chairwoman, CEO
18	15	The Ward Group 8 Cedar St., Woburn 01801 (781) 938-4000 www.wardgroup.com	\$3,055,000	\$3,055,000	100%	4	6	Retainer	\$193,000	James Ward President
19	28	Treeline Inc. 599 North Ave., Wakefield 01880 (781) 876-8100 www.treeline-inc.com	\$2,400,000	\$2,400,000	100%	26	28	Contingency	\$100,000	Daniel Fantasia President, CEO
20	19	Zurick Davis Inc. 301 Edgewater Place, Wakefield 01880 (781) 938-1975 www.zurickdavis.com	\$2,210,000	\$2,210,000	100%	8	14	Retainer	\$175,000	Jeffrey Zegas Principal
21	18	ChampionScott Partners 545 Boylston St., Boston 02116 (617) 367-0444 www.championsscott.com	\$2,100,000	WND	100%	3	5	Retainer	\$350,000	Geoffrey Champion Chairman, CEO
22	NR	Cook Associates Inc. 7 N.E. Executive Park, Burlington 01803 (781) 565-1144 www.cookassociates.com	\$2,000,000	WND	100%	2	6	Retainer	\$275,000	John Kins Chairman, CEO
23	21	The Eastmark Group 44 School St., Boston 02108 (617) 523-5511 www.eastmarkgroup.com	\$1,900,000	\$1,900,000	100%	5	8	Retainer	\$110,000	Brian Mulkam & Robert Binney Managing partners
24	24	Lois L. Lindauer Searches 437 Boylston St., Boston 02116 (617) 262-1102 www.lilsearches.com	\$1,806,193	\$1,806,193	100%	8	11	Retainer	\$99,000	Lois Lindauer CEO
25	20	Gatti & Associates 268 Main St., Medford 02052 (908) 359-4153 www.gattihir.com	\$1,776,274	\$3,783,709	100%	9	14	Retainer	\$135,000	Robert Gatti President

### WHERE SEARCH FIRMS FIND CANDIDATES

According to an ExecuNet national survey, search firms found candidates using the following methods



Source: ExecuNet

### Trends: Firms with the most recruiters

A look at the firms on this year's list with the most executive recruiters in Mass.

Rank	Firm	Mass. recruiters
1	Winter, Wyman & Co.	120
2	Kforce Inc.	82
3	Beacon Hill Staffing Group	76
4	Management Recruiters	50
5	Isaacson, Miller Inc.	41
6	Venturi Staffing Partners	33
7	Treeline Inc.	26
8	Michael Page International	25
9	Management Search Inc.	22
10	Logix Inc.	17

\* A contingency recruiter earns a fee only when the organization hires someone. A retained search consultant is paid in advance to conduct a search that usually, but not always, results in a hiring.  
Source: BBJ survey.

Compiled by Patrick Lawler and Sean McFadden

### Next Week's List: Engineering Firms

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