



Lecours Wolfson is Canada's leading recruiter of hospitality executives, managers and chefs serving all industry sectors including hotels & resorts, restaurant operations, contract catering and other related businesses.

All of our consultants offer impressive hospitality backgrounds and our recruiting experience exceeds 60 years in the field.

Work with us and you secure a partner, operating as an extension of your human resources department, acting only in your best interests, to find the hospitality industry's best and brightest candidates.

Leadership

Experience

Responsiveness

Integrity

Confidentiality

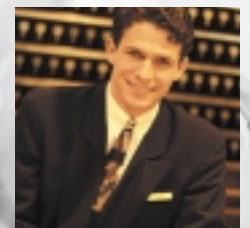
Local , National ,
Global

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WOLFSON

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Lecours Wolfson

*Canada's premier
hospitality management and
chef recruiters*





The Hospitality Industry Today



A strong economy has resulted in dramatic increases in dining out as well as vacation and business travel. Higher percentages of the food dollar are spent away from the home, surpassing most forecasts. Growth in the Hospitality Industry – and a

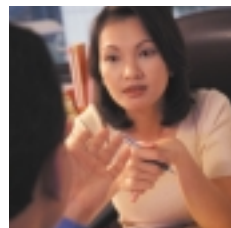
scarcity of talented and skilled executives, managers and chefs – has been the result. The competition for talented people is intense.

Why Lecours Wolfson Can Find The Best People

We take the time to understand your culture and what it means for a person's eventual success within your organization. We search for the right candidate – for the right job – in the right organization. We will then explain why that person said, "Yes," "No" or "Maybe".

We have placed a substantial number of industry leaders so we can call on them for their knowledge of peers and former employees. And when we launch aggressive direct recruitment campaigns in our client's targeted regions, potential candidates are receptive, knowing that Lecours Wolfson offers the industry's best opportunities.

We also maintain among the industry's largest databases of potential candidates. We tirelessly update and access this essential and proprietary tool. Because of our high profile, qualified candidates approach us directly, greatly aiding the search process. We welcome those contacts as we are relentless in our search for new talent.



How Lecours Wolfson Manages The Search Process

Sourcing

The best candidates are, most often, working for your competitors. Presently employed, they are not posting their resumes on internet job sites or reviewing classified ads.

Our searches involve an extensive review of our database and referral network as well as direct targeted recruitment. When necessary, we will supplement our search activities with strategic internet or newspaper advertising.

Screening

Screening is a major component of how we save our clients time, effort and expense. Tempered by years of experience, our screening process involves personal interviewing, reference checks, and our own assessment of the candidate's true potential – and overall ability to fit into – our clients' organizations. We will share the results of our work with you, providing a better understanding of the marketplace.

Selection

Hospitality companies have unique corporate cultures that must be appreciated before any new member joins the team. There are gradations of style and operational outlook that must be considered in any placement. We not only search for specific skills and experience but for a good "fit" as well.

Ultimately, the client selects the candidate. But Lecours Wolfson's recommendation as to the choice of candidates is often crucial. It is based on our extensive experience and our understanding of the client's culture, the labour market and the candidate's fit into that culture. These attributes help the client make the best choice.

Negotiation

When the finalist is chosen, there is one more critical step: negotiating the offer of employment. We can assist you in determining the best overall compensation and benefit package – both comparable to industry standards and attractive to the candidate. It is also our task to demonstrate the offer's value to the candidate, ultimately guiding them through the acceptance process.

Confidentiality

A trustworthy relationship between recruiter and client is the necessary beginning to a long and mutually beneficial relationship. Our engagements may involve expansions and new directions of which the industry is not yet aware. Or we may be asked to search for a position with a current occupant where there is a need for a change. And when candidates approach us, we also pledge our highest degree of confidentiality.



How Lecours Wolfson Operates

Recruiting the highest quality personnel for the Hospitality Industry is our primary business. As our goal is building long-term partnerships, our clients receive a character dividend: *integrity*. We will not recruit our candidates from your company after we have placed them with you. If we are presently serving you or have recently been retained by your company, you are off limits to our recruitment efforts. Most of our relationships extend for years, broadening as our initial contacts expand and enhance their own responsibilities.