

## LEADERS, INC. is doing its part to generate jobs

*In helping pharmaceutical firms fill key national sales posts that any Chamber of Commerce would envy, the Ponte Vedra Beach search firm has gained unique expertise that is expanding its client base and broadening its scope.*

### **Special to THE FLORIDA TIMES-UNION**

Contact:

**Tom Quinn**, tqinn@leadersinc.com, 904-285-8228

**Buddy Webster**, buddy@leadersinc.com, 904-280-9375

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In an economy still struggling to significantly boost employment, LEADERS Professional Recruiting, Inc. keeps delivering meaningful contributions – in more ways than one, and not just in northeast Florida.

Under the direction of ranking executives Tom Quinn and Buddy Webster, LEADERS has filled literally scores of positions for two U.S. pharmaceutical firms over the past 12 months, and it remains hard at work. The Ponte Vedra Beach-based search firm hadn't quite concluded one assignment for Savient Pharmaceuticals, Inc. when it received a second and more extensive assignment from Boehringer Ingelheim Corp. That effort is now in its final stages.

With both regional and national employment still lagging, LEADERS' achievement represents a promising beacon of light in an otherwise drab hiring picture. As it has helped its clients identify and hire capable individuals for positions that demand precise talents and experience, LEADERS has acquired invaluable expertise and knowledge that make it ever more important to both current clients and prospects.

“What we've learned about FDA procedures and requirements, for instance, might match or surpass what many 20-year pharmaceutical veterans might know,” explains Quinn, who founded LEADERS in 1988 and serves as its CEO. “More importantly, we have established the one strength that is critical to any search assignment: relationships, in this case within the pharmaceutical world.”

He credits his partner, Webster, with building the extensive network with countless industry experts.

“Without question, the relationships are the key,” says Webster. “The databases we now have are awfully important, of course, but they really are the reflection of our network of relationships.”

LEADERS continues to take special satisfaction in the February 2011 launch of “Krystexxa,” a treatment-resistant drug developed by Savient Pharmaceuticals. LEADERS’ efforts were critical to that launch, because during 2009 and 2010 Quinn and Webster recruited Savient’s entire 66-person national sales team, including six regional business directors and 60 territory sales representatives.

In truth, “search assignment” may not fully describe all that LEADERS undertook in behalf of Savient; “surprise-filled saga” is perhaps a better description. Throughout their assignment with Savient, Quinn and Webster routinely confronted an array of twists and turns that had them both recalling some of their days with the U.S. Army. Yes, duty with Uncle Sam was awfully good preparation, they readily agree.

The most notable “twist” was an unexpected delay in the search process prompted by FDA procedures. LEADERS, in turn, had to abruptly suspend activities for several months, then revive them in a veritable heartbeat – so as not to further delay introduction of the new product. It meant finding and qualifying candidates for each of the 60 U.S. territories, in all some 180 pharmaceutical sales professionals.

Once LEADERS accomplished that task, Quinn and Webster immediately tackled phase two: coordinating interviews of the top three candidates for *each* position.

“I first became aware of LEADERS in January of 2009, when it contacted me about the potential to join Savient Pharmaceuticals,” recalls Tim Calahan, one of those candidates and now Savient Pharmaceuticals’ national sales director. “I had the chance to work with them as a candidate until I joined Savient, then worked extensively with them on the hiring end as we built out our six regional-director and 60-person national sales force.

“It was extremely challenging,” Calahan adds, “as we navigated issues with the FDA approval process, as well as potential merger and acquisition issues that complicated matters. I was exceptionally impressed with their ability to keep candidates in our court during those uncertain times. LEADERS will be my first call if I find myself in the position to expand or build out another sales force.”

A second pharmaceuticals firm acted on Calahan’s thinking. Seeing how LEADERS had assisted Savient, Boehringer Ingelheim Corp. promptly retained it for a second

assignment: establishing the sales team that is now bringing an endocrine drug product to the U.S. market.

LEADERS is in the final stages of that search effort, which includes a distinctive challenge of its own: LEADERS has been part of a three-firm team filling key sales positions throughout the country. Its specific focus, Quinn says, has been the Southeast, Southwest and West, “along with some parts of the Midwest, too,” he adds.

“In this case, we have demonstrated our ability to work seamlessly with other firms in serving a single client,” Quinn points out. “In our profession, that is an important capability that clients value.”

That capability is confirmed by Asdrubal “AD” Delgado, regional director metabolic, southwestern region, Boehringer Ingelhiem. “Tom Quinn and Buddy Webster at LEADERS understand how important it is to recruit the best, most qualified individuals in today’s environment,” Delgado says. “With their expert assistance, we built our new division across the country. The quality and efficiency every step of the way was superb! They have my complete trust and confidence.”

Its current work and its efforts in behalf of Savient, reaffirm the breadth of its LEADERS’ recruiting expertise, and its ability to serve a variety of clients in varied professional fields – no matter how long it may take. Quinn, in particular, knows the value of both staying the course and precision: he is a retired marathon runner, swimmer and a golfer.

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LEADERS Professional Recruiting, Inc. has served clients from its Ponte Vedra Beach, Florida, headquarters since 1988.

Founding partner and Chief Executive Officer Tom Quinn is a graduate of West Point who served as a U.S. Army Infantry officer. Upon leaving active duty service, Quinn was an employment manager with TENNECO prior to establishing LEADERS. Building and maintaining strong relationships is a high priority for LEADERS. In fact, a West Point roommate of Quinn, and now a top executive recruiter, introduced them to Savient initially, upon discovering they needed a proven sales force recruiting firm.

His partner, Buddy Webster, joined the firm in 1995. A University of Notre Dame graduate, Webster served as an Armor Officer for the U.S. Army and saw service in Desert Storm in 1991. Quinn placed Webster with Physicians Sales & Services, Inc.,

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where he ran branch operations for several PSS locations throughout the country prior to joining LEADERS.

For additional information, and to speak directly with Quinn and Webster, contact [www.leadersinc.com](http://www.leadersinc.com), or 800-359-5323.

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