

Marino & Associates, Inc.

www.marinoandassociates.com

2711 N. Sepulveda Blvd. #170

Manhattan Beach, Ca. 90266

310-370-5576

Candidate Pre-Search Assessment For: (Name)

Thank you for selecting Marino and Associates, Inc. during your job search. Marino and Associates specializes exclusively in the search and placement of Administrative, Accounting, Finance, Sales, Marketing and Human Resources Leaders for some of Southern California's TOP employers. We also offer an executive search division for placement in Accounting and Finance.

Cheryl Marino, CPC (Certified Personnel Consultant), and CES (Certified Employment Specialist) has:

- Over 25 years in the Staffing Industry.
- Top Producer for 7 years at the largest staffing firm in California, with over 90 locations and 1000+ consultants at the time.
- A successful track record in the search industry since 1984.
- Placed thousands of professionals in Southern California since 1992 while at Marino and Associates, Inc.
- Is one of Southern California's leading search firms in tenure and results.
- Has an incredible success rate of over 85% searches completed.
- Only represents the top 20% of the workforce and the top 20% of the employers in Southern California.
- Fills twice as many job orders as the competition.

We complete searches that succeed! It is our goal that you will find our experienced staff always concerned and helpful. We have found that your answers to the following questions will ensure the role we play in your career search is both positive and productive. Please take 15-20 Minutes to thoroughly complete this form, as well as the Reference Release Form. Return them to us via email to resumes@marinoandassociates.com.

This is the information our clients require when we present them with a resume. Your information is kept confidential and is not shared with anyone else except a potential employer. It also better helps us match you with future job openings. **Please answer the questions and email back A.S.A.P.** This information will give you a better opportunity of getting an interview in a timely fashion.

Name:

Additional Contact information:

- Home #:
- Cell #:
- Work #:
- Home email:
- Work email:

Are you **selectively looking or **actively** looking to make a job change and why?**

Current Compensation Outline: (Companies will verify these amounts so be as exact as possible.)

Base:

Bonus Potential:

Bonus earned last year:

What range are you looking for in total compensation?

What hours of the day would you be willing to work?

How far are you able to commute each way to a job (i.e. 30 minutes, 1 hour), and what locations in the LA or OC area work for you (i.e. West LA, Downtown, Pasadena, etc)?

Why do you think you would be good for this job or any job that is a match for your skills, experience, and education?

Describe your job search activity in the last 6 months, did you receive any offers?

Briefly describe your “dream” job – location, position, role, etc.?

Do you believe your current employer would make a counter offer to keep you?

Would you be interested in hearing about any of our contract opportunities? If so, what hourly pay rate would you be looking for?

What office software, inventory management, database, tracking, or other information software/systems are you experienced using?

How would you describe your work style?

What work atmosphere do you thrive in? (fast pace, systematic, chaotic, organized, laid-back, corporate, casual)?

How % do you currently travel?

How % are you willing to travel?

Hobbies/interests away from work?

Do you have a non-compete or reimbursement clause for tuition or relocation assistance?

Are you a U.S. citizen, or national, permanent resident alien, or an alien currently legally authorized to work in the United States?
(Proof of identity/work authorization will be required upon employment).