

Arlene Clapp Ltd.
Executive Search Specialists
4250 Park Glen Road
Minneapolis, MN 55416

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Her Candidates Get Rave Reviews

Arlene Clapp Ltd. ♦ Executive Search Specialists

so what's the **rave** about **Arlene Clapp?**

she sends only quality people

Arlene Clapp has recruited and screened real estate and construction professionals since 1978. She knows how to save you time and stress when you're looking for key employees.

Recognized and respected in the industry, Arlene presents only qualified candidates — those with the right background ... and the right qualities for your corporate culture.

- ◇ OFFICE
- ◇ MULTI-FAMILY
- ◇ BROKERAGE
- ◇ PROJECT MANAGEMENT
- ◇ INDUSTRIAL DEVELOPMENT
- ◇ FINANCE CONSTRUCTION MANAGEMENT
- ◇ RETAIL MANAGEMENT
- ◇ MARKETING

exceptional service yields winning matches

Through a rare combination of personal charm and professional service, Arlene has a knack for finding uniquely talented people.

She fully screens candidates before presenting them, getting to know the people she will recommend. Her upbeat nature and her experience as a teacher put her in a position to pass on pertinent information such as candidates' decision factors, motivations, and salary needs.

She keeps tabs on candidates throughout the process, encouraging them to make a good decision, for example, or counseling them in regard to counter-offers.

As honest as she is thorough, Arlene stands behind the success of her candidates. She checks up both with placed individuals and with client companies to make sure all parties continue to be satisfied.

she networks so you get connected

If you're immersed in a business, it's not easy to meet the right job candidates. Enter Arlene Clapp. She loves meeting and talking with people. She also loves working the phones.

In addition, she's very active in professional and charitable organizations — recruiting members, serving as mentor, raising funds, and working on committees and in executive capacities:

- Minnesota Shopping Center Association (MSCA), member of the year
- Minnesota Construction Association (MCA)
- National Association of Industrial and Office Parks (NAIOP)
- CornerHouse (a non-profit child-abuse intervention center), chairman of the board of directors
- The Harrington Foundation, Summer Sounds (college scholarships) board member

here's what they're saying

① "We've done several placements through Arlene Clapp over the years, both in the Twin Cities and elsewhere. She has a very tight network of real estate people, and seems to know who's available and employable, including people who can balance technical and marketing functions."

— Dan Williams, Senior Vice President, Meritex Enterprises, Inc.



② "We've had a relationship with Arlene for over five years, and have been pleased with her service. Years ago we used other recruiters, but for the last several years we have used Arlene exclusively.

"Our firm uses a recruitment specialist like Arlene when we're looking to fill a higher-level position, where often the best candidates are not actively seeking a new position and need to be ferreted out. Because Arlene knows our industry, she can find us the best candidates.

"Some recruiters will try to mold a candidate into the position you're looking to fill. Arlene, however, goes the extra mile to find the right person to work for and fit into our organization. That's just the kind of service she offers." — Steve Perkins, Executive Vice President, Operations, Heartland Realty Investors, Inc.

③ "I tried going outside on my own to hire a property manager for a major downtown Minneapolis office building: my candidate accepted but then declined the job offer.

"Arlene came along and quickly found me a perfect fit."

— Deb Goodman, General Manager, Trizec Properties, Minneapolis

④ "First, Arlene Clapp is incredibly well connected in the local commercial real estate industry. She maintains a wide circle of contacts who fill her in on what's happening on the street. Second, Arlene is also creative and resourceful in her search process. She doesn't simply look at the obvious. Rather, she finds ways to make a match by bringing new thinking and different skills to the table. Finally, plain and simple, Arlene is a delightful woman, a terrific person to work with — fun, uplifting, and positive — and that makes a difference."

— Larry Pobuda, Senior Vice President, United Properties, Inc.



Honesty, humor, hard work, results.

— Arlene Clapp Ltd.

Contact Arlene Clapp Ltd. today

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