

## Global Recruiters Network Executive Biographies



**Bradford A. Baiocchi**  
CEO and President

MR. BAIOCCHI is the founder, CEO and president of Global Recruiters Network. He was previously the founder and president of BBDP, located in Bloomingdale, IL. BBDP is the leading provider of technical solutions and services for the franchise recruiting industry. The company has shared its innovations with over 700 recruiting franchises and created one of the industry's most successful placement applications, Consulting And Placement Solutions – CAPS®. Presently, CAPS is used in over 450 permanent placement firms around the world, generating annual revenues of over \$400 million. During his tenure, Mr. Baiocchi developed BBDP into a multi-million dollar company. In 2000, BBDP was recognized by Deloitte & Touche as one of the Fastest 50 growing technology firms in Chicago and one of the Fastest 500 growing technology firms in North America. Success continued in 2001 and 2002 when once again, Deloitte & Touche acknowledged BBDP as a Fast 50 award winner. Mr. Baiocchi began his staffing career in 1988. He started in research, then became an administrative manager at D.P. Baiocchi Associates, a boutique outplacement firm which specialized in Fortune 100 companies. Mr. Baiocchi is on the GRN board of directors and chairs the management committee.



**Jerry Hill**  
Vice President of  
Franchise Operations  
and Training

MR. HILL joined GRN in December 2002 as consultant, and then as vice president of franchise operations and training. He is recognized as a leading educator in the recruiting industry, successfully training over 1,400 franchises. For the past 24 years, he held various positions at Management Recruiters International ["MRI"] in Cleveland, Ohio. Mr. Hill was vice president of special projects at MRI during 2000-02. He spearheaded a leadership development program with a team of trainers and created MRI's first comprehensive, interactive training. From 1994-2000, Mr. Hill was vice president of training at MRI. He launched MRI University, the industry's first video teleconferencing training curriculum. Additionally, he designed and directed over 100 video training products for franchises. Between 1980-94, Mr. Hill was the director of training at MRI. He restructured the company's three-week franchise training course, making it consistent with a new system of professional recruiting processes and procedures. Mr. Hill was MRI's field operations manager during 1978-80, opening new franchise offices across the U.S. In this position, he provided operations advice and basic recruitment training to new hires. In 1977-78, Mr. Hill was a technical recruiter at a MRI franchise office. He is on the GRN management committee.



**Steve Fogelgren**  
**Vice President of Field**  
**Operations**

MR. FOLGELGREN joined GRN in February 2004 to manage field operations. He has over 25 years of staffing and franchising experience spending a majority of his professional career with Management Recruiters International ["MRI"]. Prior to joining GRN, he was the president and CEO of Dunhill Staffing Services Inc., a publicly owned staffing company with over 150 offices nationwide. Mr. Fogelgren was introduced to the staffing industry in May 1975 when he joined a franchised office of Management Recruiters in Arlington, VA as an account executive. He later opened and managed an office for that franchisee in Tucson, AZ. He then joined the corporate staff of MRI as a field operations manager. Because of his success in increasing both revenues and profit, he was promoted on a regular basis, filling the positions of director of training, director of the OM5 division, director of field operations, vice president of franchised operations and senior vice president of operations. Before joining the staffing industry, he owned a motorcycle dealership and went through a management development program with fortune 500 company, Household International. He is on the GRN management committee.



**Jolie Wilson**  
**Vice President of Busi-**  
**ness Development**

MS. WILSON joined GRN in February 2005 as Senior Director. Promoted to Vice President, she is responsible for driving revenue in the field, and leads a team of professionals who dedicate their efforts to the development of GRN offices system-wide. Her recruiting career began over 30 years ago, when she joined West Virginia University's college football program. Ms. Wilson was the first female recruiter for then head football coach Bobby Bowden. After working with John D. Rockefeller IV, she joined a Fortune 500 company in sales before being recruited by Management Recruiters International (MRI). Starting as an Account Executive, Ms. Wilson held a number of positions at MRI's global headquarters for the next 20 years. Training, coaching, and impacting revenue, Ms. Wilson built a strong following throughout the world. Her goal was to promote and foster what she called "productive tenure". She worked closely with owners and recruiters, new and experienced, inspiring others on a daily basis. For years, Ms. Wilson was the point person for MRI's top 20 offices. As the senior director for the Client Services division, Jolie logged hours in boardroom negotiations where she sold global accounts. Her success enabled many recruiters to work together in the fulfillment of multi-million dollar contracts. She also owned and operated her own MRI franchise. As GRN's Vice President of Business Development, Ms. Wilson leverages her vast knowledge of the business to help others achieve sustained profit and prosperity. Along with her other duties, Ms. Wilson is one of the most in demand, highly recognized motivational speakers in the recruitment industry today. She is a graduate of West Virginia University with a BS degree in Journalism.



**Jeff Carmean**  
**Senior Director of**  
**Training**

MR. CARMEAN has more than 11 years of leadership experience in the recruitment industry. An accomplished corporate manager and trainer, his vision and expertise have helped mold and motivate hundreds of franchise trainees throughout the country. He began his recruiting career making placements in the printing sector. While at Management Recruiters International, he took a position in Jerry Hill's training department as a corporate training instructor. During this period, Mr. Carmean trained over 1,500 new account executives. In his next position, he gained experience as a field operations manager by selecting new sites and opening over 100 new MRI franchises. Promoted to midwest regional operations manager within a year, he was responsible for consulting and training 122 offices in a seven state territory. As vice president of organizational development for the largest search firm in the Milwaukee area, he juggled the tasks of hiring, training, developing, and managing the office. After leaving MRI, Mr. Carmean opened his own practice, which he successfully operated for two years. Hired by GRN in May 2004, he began as business development manager and was then promoted to director of training. His current title is senior director of training. Some of his duties are to: direct and run franchise training class, develop new training materials and methodologies, and travel within the network of offices to provide guidance and counseling to owners and their employees as a way to positively impact production. He is a graduate of Michigan State University and has a bachelors degree in Business Administration.



**John Demsher**  
**Network Development**

MR. DEMSHER initially worked with fast growing and successful technology companies before finding his home in professional search. Starting with Management Recruiters International in a support and vendor coordination role, he later joined BBBDP and to date has worked with a thousand recruiting companies of different tenure and size. Promoted to President of BBBDP in 2001, John led the company's transformation into the technology provider for all the GRN offices. At GRN, John shares more than 17 years of industry experience and knowledge with individuals interested in the GRN opportunity.



**John J. Israel**  
**Vice President of**  
**Customer Service**

MR. ISRAEL joined GRN in December 2002 as vice president of customer service. He brings over 20 years of experience in customer relations, sales management and telecommunications to his new role. Prior to joining GRN, Mr. Israel was vice president of professional services at BBDP in Bloomingdale, IL. His past experience includes working for seven years at Management Recruiters International in Cleveland, Ohio as director of customer service and telecommunications. During that time, he was repeatedly recognized for his outstanding support of MRI's franchisees and lauded for helping to develop and manage a worldwide videoconferencing network. In addition, Mr. Israel negotiated numerous agreements and managed key vendor relationships for the franchise system. Mr. Israel is on the GRN management committee.



**Glen A. Louthan**  
**Executive Vice President,**  
**Chief Financial Officer &**  
**Chief Operating Officer**

MR. LOUTHAN joined GRN in December 2002 as executive vice president, chief financial officer and chief operating officer. Previously, he served as financial consultant at BBDP in Bloomingdale, IL. Other past credits include working for 10 years as a senior financial officer and treasurer at MAN Roland, a German company which specializes in the manufacturing and distribution of high technology printing presses located in Westmont, IL. Mr. Louthan directed the activities of treasury and risk management, financial analysis, equipment financing, contract administration and negotiations. In addition, he had P&L responsibility for a \$25 million business unit. Prior to MAN Roland, he spent 10 years with Alberto Culver Company of Melrose Park, IL. Mr. Louthan worked on progressive assignments and became director of planning, treasury and administration. He also has over five years of experience in accounting and strategic planning positions with CF Industries and Bunker Ramo Corporation. Mr. Louthan is on the GRN management committee.