

CAPABILITY STATEMENT

T D M A D I S O N
AND ASSOCIATES

"Where Leaders & Companies Connect"

Contact: Dean Madison, President dmadison@tdmadison.com | www.tdmadison.com | 4108 Holly Road, Virginia Beach, VA 23451

Executive sustainability in technology leadership solutions for the cable and telecom industries.

COMPANY

With over three decades of retained executive recruitment experience, TD Madison and Associates operates on the premise that truly exceptional companies have truly exceptional leaders. We serve as a corporate executive partner who focuses on aligning leadership teams for long-term sustainability and continued success.

SERVICES

Retained Executive Recruitment:

Innovative Solutions for optimal fit and long-term capability

- ✓ Onsite Client Consultation
- ✓ Search Strategy
- ✓ Candidate Identification & Recruitment
- ✓ Candidate Interviews & Presentations
- ✓ Background Verifications, Reference Checks
- ✓ TDM Panel Interview
- ✓ Offer Negotiation & Acceptance
- ✓ Executive Transition & Onboarding

Professional Services:

Staffing, Training & Consultant

- ✓ Technical Trainers, Instructors & Facilitators
- ✓ Change Management
- ✓ Interim Professional Assignments
- ✓ Operational
- ✓ Engineering
- ✓ Product Management
- ✓ Leadership
- ✓ Sales

REPUTATION

- ✦ Commitment to the Client's Long-Term Success
- ✦ Identifying the Best *FIT* for Sustainable Hires
- ✦ The Go-to Source for Short-Term Assignments
- ✦ Holistic Approach to Executive Recruitment
- ✦ The Ability to Understand Business and the Talent to Drive Success
- ✦ 97% Success Rate
- ✦ Honest, Ethical, Professional Approach to Partnering with our Clients and Candidates
- ✦ Diversity & Veteran Recruitment



INDUSTRY EXPERTISE

- ✓ Broadband, Telecom, Power, Electronic Manufacturing, Industry Association
- ✓ Executive Leadership
- ✓ Engineering
- ✓ Operations
- ✓ Product Management
- ✓ Marketing
- ✓ Sales

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DIFFERENTIATIONS

- ✓ Technology Driven: State of the Art, Recruiting and Research Tools
- ✓ Industry Subject Matter Expert: Over 30 years of experience & industry recognition
- ✓ Proprietary Search and Interview Methodologies
- ✓ Largest data base of Technology and Operations Executives in North America

Testimonials

TD Madison & Associates was instrumental in the search and recruitment for SCTE's first CTO and the assessment of critical characteristics to optimize job performance and alignment. As SCTE moves forward to build critical technical and operations skills, we hope to apply the great experience of Dean Madison in those areas as well."

Mark Dzuban, President/CEO
SCTE

"TD Madison & Associates is a trusted advisor, who understood our specific challenges and requirements. Their approach is extremely comprehensive and the TDM Panel process was a very compelling methodology that generated results that exceeded all expectations of key leadership team and stakeholders"

Drew Zogby, President/COO
Alpha Technologies

EXECUTIVE EXPERTISE

Dean Madison



Dean Madison,
President & Founder

- Over 30 years of Executive Search in Cable/Broadband/Telecom
- BSBA, Mississippi State
- Harvard's Executive Educational, Managing Human Capital
- Tuck-SCTE Executive Leadership Program at Dartmouth
- Frequent speaker at national industry conferences
- Board Member, Richmond Association for Corporate Growth (ACG)
- Certified Consultant Work Place Big 5 Assessment Systems

Kelley Pearson



Kelley Pearson,
Vice President

- Over 25 years of Executive Search in Cable/Broadband/Telecom/ Consumer Packaged Goods/ Healthcare
- Certified Executive Coach
- Senior Leadership Coaching & Executive Team Building Programs Delivery at NASA, Intel, Department of Defense, Department of Homeland Security, Bureau of Veterans Affairs
- MS Psychology, Radford University; BS Psychology, Virginia Tech
- Tuck-SCTE Executive Leadership Program at Dartmouth
- Certified Consulting Partner Hogan Assessment Systems