



CSA Testimonials Gathered by Kim Massey, POA HR Director

Client Testimonials

I have been working with Cameron Smith & Associates for several years. They are very efficient and provide an exceptional service. David Bates, my Consultant is friendly, approachable, and demonstrates professionalism. He knows the “vendor space” very well and knows the needs and desires of his clients. David successfully holds both the interest of the company and that of the candidate in his mind at all times. His “network” of persons “in the know” make him a valuable partner in the search for talented and top-notch candidates. He has identified several people for our company successfully. David is familiar with the attributes we are looking for with each position, and presents only those candidates that have the qualities and skills needed. It is a pleasure to recommend him as an accomplished executive search expert.

Cathleen Hoffman, MBA, SHRM-SCP, SPHR
Daisy Outdoor Products

“Nielsen has a long standing and trusted partnership with David Bates and Cameron Smith & Associates built on the foundation of multiple successful searches. I continue to be impressed with David's commitment to truly understanding our organization's evolving needs and his ability to stay connected within our industry to help source and vet quality candidates for our team.”

Dirk Herdes, SVP, Walmart/Sam's Club US Lead
Nielsen

“Acosta had been trying to source a Business Insights Sr. Director/VP role for approximately four months with no luck. We reached out to David Bates at CSA and in a matter of two weeks; David had four qualified candidates for us to meet. Acosta could have hired any of the candidates we interviewed for the role; as a matter of fact we were so impressed with the quality of the candidates David sourced we created a new position and extended two offers.”

Juan C. Rodriguez, SVP Client Services
Acosta

Kim Massey conducted two phone reference verifications prior to awarding CSA contract:

- 1) Spoke with VP of Finance at Daisy Outdoor Productions
CSA recruited Director Global IT Services

Positive comments regarding CSA, “recruiters easy & flexible”. Daisy went through several candidates but kept changing criteria but CSA was “okay, no problem...here’s more candidates”. Easy to work with. CSA presented 5 of 6 candidates. Narrowed down to final 2 candidate which was difficult decision so found opportunities for both. CSA did all the follow on background and resume verification. Provided good service and never thought of Daisy as “to small to deal with”.

2) Spoke with Sr. HR Business Partner at Arkansas Blue Cross Blue Shield
CSA recruited VP & Chief Medical Officer

BCBS utilizes approximately 10 recruiting agencies but uses CSA specifically for Director and higher level positions.

“CSA is amazing. Blown away by CSA detail and search. Had candidates to review in two weeks. CSA represented all candidates completely – 1st class. CSA easy to work with, kept BCBS involved. BCBS thought that perhaps CSA missed the mark with first round of candidates submitted based on the job search criteria so BCBS asked for additional candidates TWICE, and ended up selecting one of the original 3 that CSA has originally sourced” – ***“CSA provided exactly what BCBS wanted, even when we didn’t know what we wanted.”***