



The Aerospace & Defense Forum

Welcome to our Santa Clarita Valley Chapter Meeting

September 24th, 2020



Chapter Chair: Robert C. Gleason, PMP






College of Canyons, University Center

Chapter Sponsors


global executive search partners

Saenger Associates


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Saenger Associates

Retained Executive Search

Gary L. Saenger

9/16/2020 presented to the A&D Forum


global executive search partners

Globally Connected { Locally Committed

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**Contact me anytime on my
cell: 805-573-6255**

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What we do

- **Retained Search Consultants**
Management and Executive Levels
 - Retained by the company, not the individual job seeker
- **Proud member of IRC Global Executive Search Consultants**
Representation in 45 Countries and 90 Cities
 - Largest geographic search alliance in the world

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Snapshot of Representative Searches

Title of Candidate Placed	Compensation Level	Industry	Approx. Revenue Size
Director, Supply Chain Management	\$200,000 + stk	Aerospace & Defense	\$9B (Public)
Finance Director	\$250,000 + stk	Aerospace & Defense	\$3B (Public)
General Manager	\$300,000 + stk	Aerospace & Defense	\$200M Israel (Private)
VP Global Marketing	\$200,000	Aerospace & Defense	\$200M Israel (Private)

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Saenger Associates Success Story General Manager Final Search Metrics

Contract signed: June 11, 2019
Offer Accepted: September 12, 2019
Candidate Start Date: October 10, 2019

52,780 Contacts - Saenger Database
26 companies, direct research

- **136** Telephone follow ups
- **3** Interviewed by Client
- **1** Offer extended and accepted
- **79 days from start of search**

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Current Trends in Executive Search

- No Cancelled Searches
- Replacing Low Performers
- Succession Planning – Next 10 Years
- Virtual Interviewing & Hiring

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What is Virtual Recruiting?

- No in-person meetings.
- Typically the same initial steps by phone but then video-based mediums
 - Zoom
 - Google Meet (previously Google Hangouts Meet)
 - Skype
 - WhatsApp
 - Facetime

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Search Guideline

Don't settle!

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Contact information:

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The Aerospace & Defense Forum

Who We Are

- A 10-year-old global aerospace and defense leadership community of over 2400 that facilitates communication, collaboration, and commerce relative to the business of A&D
- Eight chapters – Santa Clarita Valley, Los Angeles, San Fernando Valley, South Bay, Orange County, San Diego, Arizona and Dallas-Ft. Worth
- Conduct monthly meetings with a presentation by an industry leader on some aspect of the business of A&D



Special thanks to our SCV Steering Committee:
 Brian Williams, Marlon Profeta, Dom Fattore, Eric Jensen, Pete Woll, Holly Schroeder, Sue Arellano, Brandt Klopp, Carol Marinello, Chris James, Todd Renehan, Allen Goad, Jim Savitz, Tom Mundy, Dominic Fattore, Dr. Ivan Rosenberg

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Chapter Topic

“Facing COVID-19 and Industry Disruption: An Interactive Discussion with A&D Santa Clarita Businesses”

Panel: Brian Williams, CEO - Avantus Aerospace, Michael Alfred, President - Crissair Inc., Eric Jensen, Vice President - Fralock Inc.

Moderated by:



Rob Gleason
 Chair, Santa Clarita Valley Chapter
 The Aerospace Defense Forum



Holly Schroeder
 CEO, Santa Clarita Valley Economic
 Development Corporation



Please raise questions
 via “chat” function in
 Zoom

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Our Panelists





**Brian Williams, CEO
Avantus Aerospace**



Avantus Aerospace is a family of (7) Aerospace & Defense businesses and (1) Industrial Supply Chain & Logistics Solutions business. It's operation in Valencia, CA named Lamsco West, Inc. is the largest single manufacturer of shims and laminated shim stock in the world.

**Michael Alfred, President
Crissair Inc.**




Crissair is a manufacture of quality aircraft fluid control components for the aerospace and defense industry. With a dedicated state-of-the-art engineering test lab, development and qualification testing proceed without interruption to or from the everyday production workflow.

**Eric Jensen, Vice President
Fralock Inc.**



Fralock is a design, engineering and manufacturing company of specialty components and subassemblies for technically advanced OEM's in a variety of markets including Aerospace, Life Science, Medical, Satellite, and Semiconductor Equipment Manufacturing.

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Moderator: Holly Schroeder

Sub-topic #1 - COVID-19 Safety Protocols

Please raise questions via “chat” function in Zoom

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Sub-topic #2 - Impact of Commercial Downturn

Please raise questions via “chat” function in Zoom

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Sub-topic #3 – Business Continuity

Please raise questions via “chat” function in Zoom

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Sub-topic #4 - Workforce Flexibility

Please raise questions
via “chat” function in
Zoom

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Upcoming Chapter Meetings

- October 2: Panel “The Private Equity Strategy for Navigating the A&D Market in 2021” (Orange County)
- October 6: "How to Increase Your Sales Through Reshoring", Harry Moser (Founder and President, Reshoring Initiative®) (National)
- October: Date TBD, “The SBIR Program”, Holly Clarke, Frost Brown Todd LLC plus two A&D executives with SBIR experience (Dallas/Ft. Worth)

For More Info

- <https://aerospacedefenseforum.org/>



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