

## Frederick C. Hornberger, Jr. C.P.C.



Frederick C. Hornberger, Jr. is one of the leading executive recruiters in the nation for Board Member, CEO, and President placement within the Construction Industry, and whose recruitment firm has maintained its headquarters at One Commerce Center in downtown Wilmington, Delaware for over 30 years.

Frederick began his career working for Gulf-Tec Construction Company, a design-build, civil contractor in New Orleans, LA. During his first year as a recruiter, he earned the "Top Fee Biller" sales award for Engineering Personnel Consultants (the largest engineering recruitment firm in Louisiana), and was an original pioneer in introducing management recruitment to the construction industry. Shortly afterwards he co-founded, with partner Joe Kimmel, the construction recruitment firm Kimmel & Fredericks, Inc. (now Kimmel Associates), and went on to achieve the top "Gold Medal Sales" award and top "Agency of the Year" award within the National Association of Personnel Services. He was also granted personal membership into "The Pinnacle Society" which represents the nation's "Top Fee Billers" of recruitment services requiring a five-year history of Verified personally generated, annual cash-in billings per year greater than \$500k. Ten years later Frederick launched HMC, a retainer-based, executive recruitment firm dedicated exclusively to Board and C-Level recruitment within the construction industry.

Frederick's education includes a Bachelor's degree in Electrical Engineering from Kennedy Western University, a Bachelor's degree in Economics (Mathematics) and a Master's degree in Business Administration (MBA) from Loyola University. He has also completed executive training courses from Xerox Corporation and Harvard Law School. Frederick is a Certified Personnel Consultant (C.P.C.) in the United States and a C.I.P.C in Canada on employment practices and law, a registered expert witness with TASA, and listed in Marquis' 1989 Who's Who in Finance and Industry, 1990 Who's Who Among Emerging Leaders, and 1991 Who's Who in the South and Southwest.

In addition, Frederick is a published author whose career related writings include his book Maximum Career Advancement, and articles titled "Negotiating

Your Income," "The Right Time to Change Jobs," "Art of Checking References," "Why Use an Executive Recruiter," "Twenty Minute Interview," "Creating Resumes," "Resignation Blues," "Enjoying Your New Job Honeymoon," "Attracting and Keeping Your Executives," "Avoiding Counteroffers," "Hiring Executives on the Internet," "Reaching out to Recruiters," "Art of Interviewing," "Why Use Executive Recruiters," "Changing Employment Marketplace," "Internet Job Posting Tips," and dozens of others which have been published by the Wall Street Journal, Recruiting Magazine, Recruitment Today, The Forgyce Letter, SMPS Marketer, AGC Constructor Magazine, Contractor's Management Journal, MCAA Reporter, National Home Builders Association, Construction Strategist, Contractor Tools & Supplies, Journal of Construction Accounting & Taxation, employMAX.com, CareerBuilder.com, Mining Record, Recruiters Network, Construction Publications, Inc, and Executive Recruiter News. For over a decade he maintained the lead cover article in the largest and most prestigious Directory of Executive Recruiters by Kennedy Information.

Frederick is a recognized authority and acclaimed speaker on the subjects of "Construction Executive Retention," "Hiring" and "Recruitment Technology," , and has been frequently quoted on executive retention and executive employment issues for McGraw-Hill's Engineering News Record. Frederick speaks regularly at business seminars, educational forums and national conferences such as the AGC National Conference, Construction Presidents Roundtable Conference (CIRT), ENR Top 1000 Contractor's Leadership Forum, BuildTalk, and Contractor Business Development Association. He was also host of the construction career forums for America Online (AOL), the Internet Career Connection, and Construction Executive Online.

As an industry authority, his firm HMC has produced some of the most sought after research studies and retention surveys on construction executives, including an Annual Construction Executive Retention Survey highlighting the "Top Ten Reasons Construction Executives Leave Their Job," and other research studies that have been published in construction journals and in retention planning programs across the nation.