



## ESOA Member Profile

### Business:

#### 1) When did you start your career in the recruiting/search field?

It was around 2007. I was doing some employee performance consulting for a few years on a very part-time basis when one of my clients asked me to help him identify talent for his office.

I had some experience; I was in the People Consulting Practice at EY for 6 years and had been involved in the interviewing process. But I had not been involved in finding the talent. Although I did post ads in a few different places, it was also around the same time LI was becoming popular. I realized that Linked In was a wonderful way for me to find exactly what my clients were looking for, rather than only relying on those applying for the position.

#### 2) Why did you decide on a career in the recruiting/search field?

Unemployment was pretty high in 2007. Although companies were *not* having a tough time receiving responses to posts for open positions, they were having a hard time keeping up with the responses and selecting the right person for the position and their organization. I realized this was an opportunity for me to combine recruiting, which was still fairly new for me, with my passion for helping teams work effectively together.

#### 3) Briefly describe your company and specialization:

Risch Results helps companies find talent across many industries in accounting and finance, sales and marketing, operations, and HR. Our specialty is helping clients find talent that is a fit for their organizational culture and values.

#### 4) Describe any interesting success you had in our business, i.e., a placement story, winning a new client, or whatever.

A few years ago, we were asked by a food manufacturing company to find them a General Manager. There were two major challenges- first they wanted the General Manager to have a background in Chemical Engineering; and, the company was 50 miles West of Lubbock, Texas! We were able to find a General Manager and then found them a controller soon after.

### Personal:

#### 5) What city/state were you born and raised?

I was born in New York. I have lived in London, Athens, Seattle and Greenwich, CT. I went to college in Boston and graduate school in New York. I also lived in Haiti and Costa Rica while I was in the Peace Corps.

**6) What are your hobbies?**

I love to travel. Before COVID I went with my sons to Japan and Thailand. It was my first time in Asia (unless you count Israel). Streaming movies has become a hobby of mine over the last few years! Thank you COVID!

7) **Favorite Movie(s):** Speaking of movies, there are so many. My all-time favorite is Mary Poppins. How can you not love a person who has a “can do” attitude and a bright sunny disposition? And I always considered Bert the perfect man- hard working, energetic, and romantic!

8) **Fun fact about yourself**, i.e., something about you, either past or present worth sharing:

I have 3 wonderful sons. My eldest, Aaron, graduated from college in May and is working for EY Consulting. He went to the same University as I did, and he is starting off his career at EY. But *don't* tell him he is just like his mother! My middle son is a junior studying business at Tulane, and my youngest is a junior in high school. My partner, Eric, and I have been with each other for over seven years. And I have two very spoiled golden retrievers.