

Third Quarter - 2012

Spotlight On Talent

Sales | Marketing | General Management



About Paul Pompeo

Paul Pompeo has over 25 years of experience in executive search---23 years in lighting, LED, energy and electrical. Pompeo won multiple recruiting awards during his 16 years with Search West in California. He founded The Pompeo Group and specializes in searches for upper and middle-management sales and marketing and general management positions. Pompeo writes 'The Company/The Candidate' column for LD+A Magazine and is Past President of the IES in New Mexico.

About The Pompeo Group

The Pompeo Group was founded in 2003 with a mission of positively impacting companies and enhancing careers. It is this mission coupled with our approach that has vaulted us to becoming the number one name in LED, lighting and energy recruitment in North America. The Pompeo Group has over 50 years (combined) executive recruiting experience. Our Specialization by industry and function; Flexibility to customize our process, relationship and terms; Array of Services for total recruitment and consulting solutions and Track Record of success has helped our clients gain a competitive advantage and our candidates advance their careers.

www.pompeo.com

Senior Vice President (LEDs)

Experienced in both large corporation, multi brand lighting sales and has recently built sales structure and staffing for successful newer LED firm. Sales management experience helped move the firm to a 2x previous year sales of over \$80M, establishing goal setting for OEM, National and Regional sales with agency sales force. A lighting industry veteran with great contacts in the utility, municipal and co-op markets with a prominent role in the IES.

Vice President of Sales/National Sales Manager

Charismatic and driven National Sales Manager with over 20 years' experience and extensive relationships with key specifiers in the U.S. with a very strong knowledge of rep agents throughout the country. Hired, structured, trained and developed current agent base for current company and grew sales by 11M in the past 8 years and logged current company's biggest order ever. Very strong in outdoor and area lighting; especially strong in the specification channel.

Director of Business Unit/Vice President of Business Development

Senior Sales and Business Development Executive with a track record of delivering extraordinary results in developing new market opportunities and channels resulting in \$100M+ revenue growth for multiple companies. Proven experience helping companies grow strategically within and outside of their core markets. Adept at creating innovative solutions. A leader that knows how to recruit, motivate and enable sales organizations. Deep experience with LED and lighting controls; very strong in electrical distribution channel and rep management.

Director, Energy Efficiency Programs

Certified Lighting Efficiency Professional (AEE designation) with over 20 years sales/territory and operations management experience selling to Super ESCOs and lower-tier ESCOs. Very well-versed in national retail and service accounts and has experience with national lighting contractor operations management; very knowledgeable in the mechanical and electrical contractor channels. P&L responsibility. Extremely strong interpersonal communications skills with a proven ability with strong customer, vendor and manufacturer relationships. Member of IES.

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