

## KENNETH A. FREY, CPC, CSP, TSC, CERS

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### SUMMARY

Fifteen years developing & implementing sales, marketing & recruiting strategies in the Executive Recruiting Industry. Consistent top biller reaching over \$400,000 in personal production multiple times.

### EDUCATION

**University of New Orleans, New Orleans, LA**  
B.S. Accounting

**1980 to 1984**

### EXPERIENCE

**The Frey Consulting Group, Mandeville, LA**

**2005 to present**

*Principal- Executive Recruiting Firm*

- Established a solid client base by effectively penetrating targeted accounts
- Contact, develop & maintain relationships with key industry leaders & C-level executives.
- Facilitated significant growth through persistent effort, personal attention to client needs, & diligent follow-through
- Effectively analyze, develop & implement strategies for executive search assignments
- Manage the development of recruiters; provide training & coaching to personnel in all aspects of prospecting, sales presentations, & closing
- Responsible for sourcing, contacting, & interviewing qualified candidates
- Successfully manage entire recruiting process of candidate including qualifying, presenting, prepping for interviews & closing
- Speaker at industry conferences to market our firm & increase recruiting efforts
- Consistent top producer

**Gilsbar Inc., Covington, LA**

**2003 to 2005**

*Director of Operations - Third Party Administrator (TPA)*

- Direct activities of the three production offices engaged in medical & dental claims processing, customer service & administration, which includes the oversight of a staff of 200
- Effectively plan & develop methods & procedures to increase productivity while lowering costs & obtain greater efficiencies & accuracy in each discipline
- Analyze activities, costs, operations & forecast data to determine departmental progress & adjustments needed to meet the corporate goals & objectives
- Prepare & held accountable for a budget in excess of \$12,000,000
- Serve as a member of the company's management committee
- Successfully increased auto-adjudication of claims from 15% to 50%
- Implemented offsite claims digital scanning increasing claims processing by 50%
- Responsible for annual company savings of over \$2,000,000 through increased efficiencies & outsourcing

**The Frey Consulting Group, Mandeville, LA**

**2001 to 2003**

*Principal - Executive Recruiting Firm*

- Start up firm, recruiting in the areas of Healthcare, Insurance, Finance & Accounting in a regional marketplace
- Significant marketing & client development experience
- Client billings averaged \$300,000 annually

**Accounting Personnel Consultants, New Orleans, LA**

**1996 to 2001**

*Executive Recruiter - Staffing Company*

- Reestablished market presence in the IT & Technical fields.
- For this firm personally increased billing from \$190,000 in 1997 to over \$500,000 by 1999 in this recruiting discipline
- Over 75 placements in that time period
- Certified Placement Consultant in 1999
- Current on EEOC & Human Resources recruiting & benefit procedures
- Established current technology (e-commerce) recruiting practices versus paper procedures used previously

**The Advantage Network, Inc., Mandeville, LA**

**1994 to 1996**

*Self Employed-Financial Services*

- Established consulting services for individuals & small businesses in the fields of risk management, tax planning & retirement/estate planning
- Developed new market presence in the product areas of 401K's, TPA's, Group & Individual medical & life products
- **LA Life & Health License # 212207. Series 6 & 6E.**

**Graham Resources, Inc., Covington, LA**

**1984 to 1994**

*General Manager - Natural Gas Pipeline & Marketing Company*

- Served as General Manager of Three Rivers Pipeline Company & Allegheny Marketing Company (Graham Subsidiaries) from 1991 to 1993
- Administered & managed the marketing, sales, & operations of a 122 mile, \$20 million intrastate natural gas pipeline system
- Directed the acquisition & conversion of an existing oil products pipeline to natural gas transportation & sales service

*Business Development Manager*

**1990 to 1991**

- Analyzed over 100 potential acquisition opportunities ranging from environmental companies to financial software companies for the purpose of expanding Graham's critical mass outside the energy industry's & its core business
- Directed the screening & evaluation of potential acquisitions and/or joint venture opportunities valued in excess of \$200 million
- Performed evaluations on industry compatibles

*Oil & Gas Properties*

**1986 to 1990**

*Acquisition Manager*

- Coordinated, performed & reviewed financial & operations due diligence on over \$1billion in oil & gas property acquisitions
- Negotiated sales agreements & closing documents
- Managed financial & operational due diligence
- Generated preliminary & final settlement statements
- Coordinated acquisition assimilation among various departments

**LaMartina, Cailleteau & Shackelford – CPA's, New Orleans, LA**

**1984 to 1986**

*Senior Accountant – CPA Firm*

- Responsible for the preparation of tax returns
- Maintained tax records for several small businesses including federal, state & employee tax filings
- Principals of firm merged with Graham in June 1986

**PROFESSIONAL CREDENTIALS**

CPC Certified Personnel Consultant  
CSP Certified Staffing Professional  
TSC Technical Services Certified  
CERS Certified Employee Retention Specialist

**PROFESSIONAL AFFILIATIONS**

Preferred Recruiter Top Echelon Network  
Member & Trainer/Mentor Career Agents Network  
Current Member NAPS (National Association of Personnel Services)

**REFERENCES**

Professional references provided upon request.