

Tom Shahnazarian

President

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Tom co-founded Spectrum Search Partners with Kevin Hahn in 2009. He leads the firm's business development efforts, manages search assignments, and owns responsibility for several of its clients. He has spent the past 15 years in the human capital business, partnering with Kevin at two executive search firms (DHR International and Tri Worth Solutions), and serving as Chief Sales and Marketing Officer for FASTAFF, a leading travel nursing firm, whom he helped sell to private equity. His passion for helping small and middle market-sized companies grow and maximize their potential with exceptional talent is a big reason why Spectrum was started.

Prior to his transition to executive search, Tom spent two decades working directly for several CEOs of highly entrepreneurial businesses that transformed their industries. Leveraging his operating experience from these different growth environments (each with their own cultural dynamics), coupled with Kevin's 25 years of executive search industry expertise, has given Spectrum's clients a dedicated partner who can truly appreciate and address their challenges and needs on a comprehensive level.

Earlier in Tom's career, he worked for the Founder/CEO of Corporate Express, the world's largest B2B distributor of office products, where he helped devise its highly successful merger and acquisitions strategy, established their corporate and business development functions and, following its sale, was a key executive in turning around its \$1 billion national accounts organization. The growth and success of Corporate Express – from start-up to reaching the Fortune 350 in fewer than 10 years – remains a great untold story. Tom's career started at TIAA-CREF, the world's largest pension fund, where he managed a \$150 million real estate loan portfolio for clients on a national basis. He then joined the FD Rich Company, a family-owned real estate development firm, where he held numerous Sales and Marketing roles and truly learned the meaning of being "hands-on."

Tom has spent his entire career in the service industry and takes considerable pride in developing mutually rewarding relationships, and doing whatever he can to bring out the best in others. He earned his BA degree from Bucknell University and an MBA in Finance from the University of Connecticut. He has been a guest lecturer at the University of Denver and Columbia University's MBA programs, and is a mentor to first-time CEOs and sales leaders. He is an active fundraiser for several nonprofit organizations whose missions are to help those impacted by cancer and substance abuse, and he volunteers his time with musicians and songwriters on their career development.



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