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**EXECUTIVE SMARTS, LLC ADDS TOP TALENT TO EXECUTIVE TEAM**

**Vince Papi Joins Executive Smarts to Expand the  
Team of Experts in Interim Management and Executive Search**

**DALLAS, TX** (February 3, 2009) – Executive Smarts LLC announces the addition of Vince Papi to its existing team of high-caliber executives.

“Vince is a leader in the interim management industry,” said CEO Jim Stewart. “His addition to Executive Smarts brings unparalleled experience to our team as the demand for interim management services continue to surge.”

Papi will work with the Executive Smarts team which serves clients internationally in both interim management and executive search. With 35 years of experience in manufacturing and the business-to-business services industry, Vince most recently developed the US-based interim management practice for an international search firm.

His contributions have included management of a career transition firm; the development, training and management of a national sales force; marketing programs, research and development; strategic planning; client retention and partnership programs; and production planning and inventory control in a high-tech environment. He has authored numerous articles dealing with the downsizing of organizations, outsourcing, quality, and disaster planning. Those articles have appeared in over 30 publications.

Executive Smarts is well positioned to provide companies with executive solutions to meet their needs. One type of solution for the workforce talent shortage caused by retiring baby boomers is interim management. Interim management is the temporary provision of additional management resources to handle a period of transition, crisis or

change within a company. Interim management is a popular resourcing model as it provides speed, experience, objectivity, accountability, effectiveness and commitment from high-impact executives placed in critical business situations.

**About Executive Smarts LLC**

Established in 2003, Executive Smarts provides on-demand interim executives for time- and business-critical situations for corporations globally. The firm offers solutions to companies needing experienced executives for a variety of situations including covering executive transitions, temporary leadership of critical projects or corporate restructuring. The firm maintains an extensive global network of active and qualified interim executives as a viable alternative for acquiring high-impact expertise and leadership for time- and business-critical situations. Learn more at [www.executivesmarts.com](http://www.executivesmarts.com) or contact Jim Stewart at 214.556.6945. Vince Papi can be reached at [vpapi@executivesmarts.com](mailto:vpapi@executivesmarts.com) or 724.316.2952.