

Management Consultant Career

Thank you for considering a rewarding career of management consulting at DB&A.

Gain immediate exposure to senior executives often in Fortune 500 companies. Provide hands-on, "on the floor" coaching of frontline supervisors in behavioral changes that drive performance improvements.

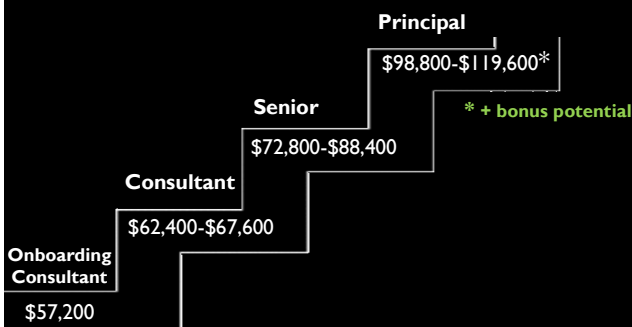
Gain valuable knowledge and diverse industry experience. Our management consultants learn more in one year than most people acquire in ten years.



We offer Management Consultants a personalized career track. Your potential, performance and personal priorities dictate how far you climb and how fast you go. DB&A prides itself in developing people and rewarding high performers.

DB&A is small enough for you to shine, yet big enough for you to make a real difference every day.

Consultant Career Track



DB&A pays 100% of Medical Premiums!

Other Benefits

Dental, Life Insurance, Vision, Short Term Disability, Long Term Disability, Flexible Spending Account, 401k

- ▶ Average four weeks off each year including two weeks vacation, one week PTO and one week holiday closure
- ▶ Travel reward points to keep for personal vacations and/or to donate miles to children with life-threatening illnesses through the Make-A-Wish "Wishes in Flight" Campaign
- ▶ 90 day initial employment period for mutual fit
- ▶ 100% domestic and/or international travel, 48 weeks a year— Fly out Sunday evening, fly home Friday afternoon
- ▶ Thorough background check and drug test (via hair sample)

DB&A is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Success Story

Founded in 1968, a boat manufacturing company prides itself on building high-caliber fishing boats “one at a time”. However, after a bankruptcy restructuring and being purchased by a holding company, the client tasked DB&A with helping to increase throughput while reducing overtime and increasing the productivity of its existing staff.

One of the most significant successes came very early in the process. An existing supervisor was very wary of the changes that might accompany the arrival of the DB&A team. The first day of the project, the supervisor went to the Human Resources department and expressed his interest in stepping down from his supervisory position, due largely in part to his lack of computer knowledge and other skills that might be required. A member of the HR department strongly encouraged the supervisor to take a few days with the DB&A team before making such a large decision.

The supervisor returned to his department and met with Consultants from DB&A, who immediately began to provide him one-on-one coaching to help him feel more confident in the changes that were about to occur. The DB&A team had the supervisor begin by handwriting the data for his daily tools, helping him fully understand the reporting and observation process. From there, they spent time coaching him on how to input the data and they trained him on the use of a desktop computer located in his office at the plant.

The change in the supervisor’s outlook was immediately noticeable – anyone who spoke to him or watched him interact with his 30-plus employees noticed a marked change.

The supervisor became more confident in his abilities to manage; he had increased self-esteem and has reached a level of actualization in his role as a supervisor. More than that, just by simple one-on-one coaching, this supervisor became the highest-producing supervisor at the company. The DB&A team made a significant improvement in this person’s professional and personal life.

Project Wins

Increased communication. Before DB&A’s arrival, departments would never communicate within their own department, let alone with other departments. DB&A’s one-on-one coaching helped department supervisors learn that communicating with other departments would immediately help solve problems and improve productivity between departments. This also included communication with upper-level management. Prior to the arrival of DB&A, the only supervisory group interaction involved getting together in a conference room for 30 minutes while the plant manager spoke to them. Each employee learned to detail the status of their department’s productivity and improvements, as well as address any department-specific issues (scheduling, defects, scrap, etc.), which helped all departments remain on the same page during a production week.

Gave employees a voice. DB&A’s presence helped employees feel that they finally had a voice after not being heard for a long time regarding issues around the plant.

Provided education. Be it guidance in supervisory skills, time-management or general managerial style, DB&A Consultants noticed an increase in self-esteem, self-value, and actualization among employees, with many of them becoming the highest performers at the supervisory level.



HEALTH INSURANCE DETAILS

EMPLOYER AND EMPLOYEE CONTRIBUTION TO PREMIUMS

PREMIUM PER PAY PERIOD Based on 26 pay periods	EMPLOYEE CONTRIBUTION	DB&A CONTRIBUTION	EMPLOYEE CONTRIBUTION	DB&A CONTRIBUTION (INCLUDES HSA CONTRIBUTION)
	Basic	Basic	HSA	HSA
▶ Employee Only	-0-	\$218.25	-0-	\$204.88
Employee + Child(ren)	\$98.21	\$316.46	\$79.74	\$307.70
Employee + Spouse	\$130.96	\$349.20	\$106.32	\$334.28
Employee + Family	\$229.17	\$447.41	\$186.06	\$414.02



In addition to paying 100% of Employee Only medical premiums, DB&A contributes \$720 to Individual and \$1,320 to Family Health Savings Accounts (HSA) annually.

IN NETWORK BENEFITS	BASIC HEALTH PLAN	HEALTH SAVINGS ACCOUNT
Deductible Single/Family	\$2,500/\$5,000	\$2,000/\$4,000
Out of Pocket Max Single/Family (includes deductible)	\$2,500/\$5,000	\$2,000 + \$3,600 in copays/ \$4,000 + \$7,200 in copays
▶ DB&A Annual Contribution to HSA Single/Family	N/A	\$720/\$1,320
Coinsurance	100%	100%
Preventative Care	100%	100%
COPAYS	PER VISIT	ONCE DEDUCTIBLE IS MET
PCP (other than preventative)	\$25	\$35
Special Visit	\$50	\$50
Urgent Care	\$75	\$100
Emergency Room	\$150	\$250
Inpatient Hospital Stay	-0-	\$500
Outpatient Surgery	-0-	\$500
RETAIL PRESCRIPTIONS	PER PRESCRIPTION	ONCE DEDUCTIBLE IS MET
Tier 1/2/3	\$10/\$35/\$60	\$10/\$35/\$60



