



- **Letter: From Hunting Heads to Finding Heads**
- **Presentation: Finding Heads (Deutsch, English)**
- **Rankings: (Focus, WiWo, Uni Bayreuth, Web)**
- **Brochure: “We find Your Candidates”**

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January 2017

## From Hunting Heads to Finding Heads

we like to inform you about a positive change of our organisation.  
Starting January 1<sup>st</sup>, 2017 we will change the name of our company from  
hunting heads into Finding Heads

The time has come to explore new avenues. The human resources market has continued to evolve, our clients have changed, and the requirements for medium-sized companies and large corporations have also grown. That's why it makes sense to leave the comfort of the nest in order to make room for the new. We're demonstrating this not only by changing our name and brand, but also through qualitative improvements that are beneficial to both our clients and our candidates.

Over the years, we've been able to build up a functioning and top-notch network of employers, contractors, corporations and also candidates that we can draw on. We screen very selectively and know exactly where we have to look to find the right candidate in the shortest period of time.

Due to our new strategic orientation, our decades of experience, our operating principles, and above all, due to our high regard for other people, it's time that our name also live up to this standard. Consequently, the company's new alignment is being accompanied by a name change.

The unanimous response of the "hunting heads International GmbH" management and shareholders was as clear as it was simple: we don't hunt, we find! That's why from now on we're going by a name that's to-the-point and easy to understand by all - Finding Heads. A simple and clear message: not only do we look for, but most importantly, we find the right candidate.

Headoffice:  
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Bankaccount:  
Stadtsparkasse Wetter  
IBAN: DE56 4525 1480 0006 3150 14  
BIC: WELADED1WET  
E-Mail: [hello@huntingheads.de](mailto:hello@huntingheads.de)

We're not your classical headhunter and we're most certainly not a recruiting firm.

We're different - for instance, we don't employ the typical consultant, but rather, experienced executives only, who can claim longstanding positions of responsibility in top management. Over the years, we have reorganised internally, improved quality, and acquired new, creative, and competent heads for our company. We've created space for innovation and, as a consequence, we've recognized the need to make a new start including everything that goes along with it.

What's changing is the ongoing differentiation from the competition, the continuous improvement of our quality and - our name.

Of course, we cannot re-invent the well-established and commonly used term "headhunting" - and that's not our intention either. We just want to show our customers, partners and candidates how we differ from all the others: innovative, leading-edge, fair, and aware of our strengths.

With the exception of the E-Mail address, my contact data remains the same. Starting January my new E-Mail address is: [prof.dr.m.harris@findingheads.de](mailto:prof.dr.m.harris@findingheads.de)

Please have a look to our new homepage: [www.finding-heads.com](http://www.finding-heads.com) as well.

Kind regards

Prof. Dr. Mark Harris

Partner



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# *Finding Heads*

INTERNATIONAL DIRECT SEARCH GROUP

## **We find your candidates!**

Direct search from the 1st to the 3rd level

## **Wir finden Ihre Kandidaten!**

Wir vermitteln Führungskräfte von der 1. bis zur 3. Führungsebene.



### **Your Contact – Prof. Dr. Mark Harris**

since 2011 CEO at innova.ventures

Since 2011 Partner at Finding Heads

35+ years of Industry experience in Top Management at a Multi-National Corporation (Intel Corp.) as well as Management Consulting and Headhunting.

Strong Management experience at all levels.

Foreign culture experience, responsibility for Europe, Middle East and Africa (EMEA) with teams and staff in 12 countries.

Focussed on the „Mittelstand“ industry and their needs but also due to my background also those of corporations.

Great strength in being able to „read“ the candidates and choosing the best of the best.

I have a very direct and honest way of communicating with my clients.

### **Ihr Ansprechpartner – Prof. Dr. Mark Harris**

2011 bis heute CEO bei innova.ventures

Seit 2011 Partner bei Finding Heads

35+ Jahre Industrie Erfahrung im Top Management eines Multi-Nationalen Unternehmens (Intel Corp.) sowie Unternehmensberatung und Headhunting.

Starke Management Erfahrung in allen Funktions- und Fachebenen.

Stark ausgeprägtes Beurteilungsvermögen.

Auslandserfahrung, Verantwortung für EMEA

(Europe, Middle East und Africa) und Teams und Mitarbeiter in 12 Länder geführt.

Mein Schwerpunkt ist die mittelständige Industrie deren Bedürfnisse und Nöte ich sehr gut kenne, aber auch erfahrungsbedingt die von Konzernen.

Neben der fachlichen Kompetenz kann ich sehr gut die sozialen Kompetenzen der Bewerber einschätzen. Dies ist immer ein Schwerpunkt in meiner Arbeit.

Ich habe einen unkomplizierten und zielgerichteten Umgang mit meinen Kunden, sage aber auch meine Meinung.

## Finding Heads guarantee

- comprehensive, high quality active direct search
- effective reduction of your HR work load
- we guarantee filling the position(s)
- presentation of first candidates after just a few weeks
- international and global network
- headhunting in Europe, Asia, the USA ...
- more than 480 unsolicited applications per month to our network
- absolute discretion
- no headhunting at existing clients
- top customer satisfaction rankings (WiWo)

## Finding Heads Garantie

- Umfassende, hochwertige, aktive Personalsuche
- Effektive Entlastung Ihrer Personalabteilung
- Kandidatensuche mit Besetzungsgarantie
- Präsentation von Kandidaten nach wenigen Wochen
- Internationalität und weltweites Netzwerk
- Headhunting in Europa, Asien, USA, Südamerika...
- über 480 Initiativ-Bewerbungen pro Monat
- Absolute Diskretion
- Keine Abwerbung bei bestehenden Kunden
- Top-Platzierungen in Zufriedenheitsanalysen (u.a. WiWo)



## Finding Heads International GmbH

- Nearly 20 years of success in the market.  
Growing ever since to become one of the top headhunters in Europe.
  - We have a high quality approach, we are not CV sellers.
  - In each phase of the project, we work closely together with our customers. You will only receive candidates who can fill your open position, willing to change jobs and open to moving if required.
  - We only work with the direct search method and do not wait for applicants to apply on their own.
- Seit knapp 20 Jahren erfolgreich im Markt. Seit dem kontinuierliches Wachstum zu einem der führenden Headhunter in Europa.
  - Wir haben ein sehr hohes Qualitätsbewußtsein und sind keine CV Verkäufer.
  - In jeder Phase des Projektes arbeiten wir eng mit dem Kunden zusammen. Sie erhalten nur sehr gut geeignete Kandidaten, die auf die Position Passen, wechseln wollen und ggf. auch umzugsbereit sind.
  - Wir arbeiten ausschließlich mit der Direct Search Methode und warten nicht auf Bewerbungen.





- We have more than 30 specialist researchers covering all market segments.
- We have a broad international footprint.
- Often, we introduce first candidates within only a few weeks.
- We close 99% of our orders successfully.  
This is a very high rate within our industry.
- Our partners are all experienced Managers with proven leadership skills.
- “One face to the customer” You only work with one partner, who gets to know your requirements and understands your business.
- Our customers are large cooperations as well as small and medium sized businesses and we therefore know your market.

- Wir beschäftigen über 30 spezialisierte Researcher für alle Markt-Segmente.
- Wir sind international sehr breit aufgestellt.
- Oft können wir Ihnen schon nach kurzer Zeit erste, geeignete Kandidaten vorstellen.
- Wir schließen 99% unserer Suchaufträge erfolgreich ab.  
Das ist in unserer Branche ein sehr hoher Wert.
- Unsere Berater sind alles gestandene Manager mit Führungserfahrung und keine „Frischlinge“
- „one face to the customer“ Sie arbeiten immer ausschließlich mit einem Ansprechpartner, der Ihr Unternehmen kennen lernt und die Bedürfnisse umzusetzen weiß.
- Wir arbeiten für klein- und mittelständige Unternehmensstrukturen und Konzerne, daher kennen wir natürlich die entsprechenden Anforderungen.



## The following explains our detailed services

1. Creating a meaningful job description
2. involve our research team
3. Management of all applicants and applicants' documentation.
4. First telephone or Skype interviews, thereafter personal interviews with the candidates.
5. Preparing meaningful appraisals and assessments of the candidates prior to introducing them to our customers in person.
6. Arrangement of interview dates with you.
7. Giving notice to those candidates who are not suitable.
8. Ongoing communication with our clients and candidates to achieve trust with the candidates which is important for a successful placement.



## Folgende Punkte beinhalten unsere Dienstleistung

1. Erstellung einer aussagekräftigen Stellenbeschreibung.
2. Einschaltung unseres Researchteams
3. Das Management aller Bewerber und Bewerbungsunterlagen.
4. Erste Telefon oder Skype Interviews mit den Kandidaten, danach persönliche Interviews.
5. Erstellung von aussagekräftigen Beurteilungen der Kandidaten vor dem Vorstellungsgespräch bei unseren Kunden.
6. Terminabsprachen mit Kandidaten und Kunden.
7. Sofortige Absage der nicht in Frage kommenden Kandidaten.
8. Permanente Kommunikation mit unseren Kandidaten und Kunden. Dadurch gewinnen wir u.a. das Vertrauen unserer Kandidaten. Dies ist unabdingbar für eine erfolgreiche Besetzung der Positionen.



## Our offer

Our fee is based on effort and complexity of the position between 25% and 35% of the target annual salary for each search, minimum of €30.000 plus VAT.

The fee is payable in 3 equal installments – at the start of the project, after the personal introduction of candidates and at the end of the project – after the candidates signs with you.

The second installment is only due after you have had a good overview of the candidates and agree to meeting them.

Finding Heads International GmbH is with its structure a process organisation in accordance with the kodex of good headhunting from the BPM (Federation of German Industry – HR Management)

## Unser Angebot

Unsere Konditionen sind Aufwands- und Schwierigkeitsabhängig zwischen 25% und 35% des Jahreszieleinkommens, Minimum aber €30.000.

Zahlbar in drei gleichen Raten jeweils bei Beauftragung, bei Vorstellung der Kandidaten in Ihrem Hause und bei Abschluss des Projektes (Vertragsunterschrift des Kandidaten)

Die zweite Rate ist also nur dann fällig, wenn Sie schon einen guten Überblick der vorgestellten Kandidaten haben.

Finding Heads International GmbH ist mit ihrer Struktur und der Prozessabwicklung an dem Kodex des guten Headhunting des BPM (Bundesverband der Personalmanager) ausgerichtet.



Thank you!



*Finding Heads*

INTERNATIONAL DIRECT SEARCH GROUP

**TOP**

**PERSONAL  
DIENSTLEISTER**

**2014**

**FOCUS**

DEUTSCHLANDS  
PERSONAL-  
DIENSTLEISTER  
IM VERGLEICH



## Auszeichnungen – Beste Mittelstandsdienstleister 2015 (VII)

### Paketversand

Auszeichnung	Dienstleister	Gesamt-Index
Nr. 1	DHL	71,5
Top-platziert	UPS	70,6
Top-platziert	FedEx	67,3
	dpd	< 65,8
	GLS	< 65,8
	Hermes	< 65,8
	tnt	< 65,8

### Personalberatung

Auszeichnung	Dienstleister	Gesamt-Index
Nr. 1	Dr. Heimeier & Partner	74,1
Top-platziert	Hunting Heads	70,4
Top-platziert	Egon Zehnder	70,4
Top-platziert	Kienbaum	68,3
	Delta Management	< 67,5
	Gemini Executive Search	< 67,5
	Heads!	< 67,5
	Mercuri Urval	< 67,5
	Signium	< 67,5
	Steinbach & Partner	< 67,5

Die jeweiligen Branchengewinner erhalten die Auszeichnung „Nr. 1“. Dienstleister bzw. Unternehmen, dessen Gesamt-Index über dem Branchenmittelwert liegt, werden als „Top-platziert“ ausgezeichnet. Dienstleister bzw. Unternehmen mit einem Gesamt-Index unter dem Durchschnitt der jeweiligen Branche werden in alphabetischer Reihenfolge aufgeführt.



# New Generation Executive Search

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Mythos Headhunting

**Initiator:**  
Prof. Dr. Robert Pelzel



- Im Rahmen der Personalvermittlung sind viele Begriffe bzw. Berufsbezeichnungen im Umlauf.
- Eine klare Abgrenzung zwischen den Rollen lässt sich nur schwer treffen, da häufig Mischformen vorliegen
- „Headhunter“ ist **keine eingetragene Berufsbezeichnung** die eine spezielle Ausbildung erfordert.
- Erfolgreiche Headhunter haben meist langjährige Führungs-, Management- oder Consulting Erfahrung.

## Personalberater

- helfen sowohl Bewerbern als auch Suchenden Unternehmen bei der Neubesetzung
- Beratung im Suchprozess, Schalten von Anzeigen in Zeitungen bzw. Internetplattformen.
- Weiterleitung möglicher Kandidaten an den Auftraggeber.

## Recruiter / Researcher

- Suche mit vielschichtigen Mitteln nach passenden „Matches“
- Zugriff auf einen sehr umfangreichen Pool an Industrie-kontakten sowie andere Informations-quellen
- stellen die „rechte Hand“ des Beraters dar
- treffen Vor-Auswahlen und stellen zum Teil den Erstkontakt per Telefon her (Direktansprache)
- dokumentieren das jeweilige Kandidatenprofil und leiten es an einen Berater zur Detailprüfung weiter.

## Headhunter / Executive Search Consultant

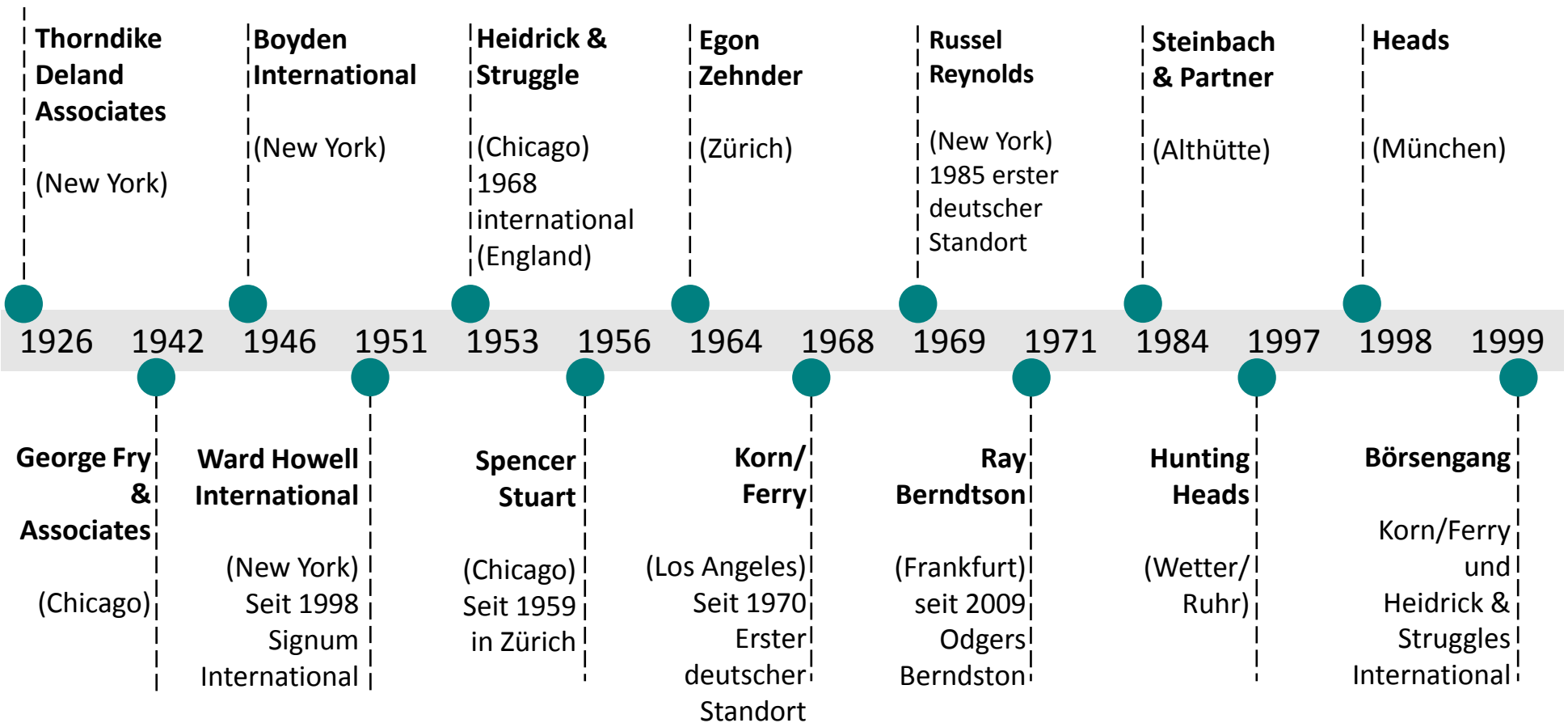
- unterstützen Unternehmen bei der Suche und Auswahl von **Fach- und Führungskräften bzw. hoch qualifizierten Spezialisten.**
  - Dies beinhaltet eine umfassende Analyse der Anforderungen sowie eine Beratung in der Regel durch einen exklusiven Auftrag.
  - Beurteilung der Bewerber durch **Assessment-Center, Management-Audits** sowie tiefer gehender **Persönlichkeitsanalysen** um den „**Perfect Match**“ zu finden.
  - Suche erfolgt durch den Headhunter selbst oder einen Recruiter
- Folge: Direktansprache







## Gründungsjahre der Headhuntingfirmen



Quelle: <http://www.executivesearchconsultants.de/direktsuche> , Homepages der einzelnen Firmen



Markt-position	Unternehmen
1	Egon Zehnder International
2	Hunting Heads International
3	Spencer Stuart
4	Signium International
5	Heads!
6	Odgers Berndtson
7	Korn/Ferry International
8	Gemini Executive Search
9	Russell Reynolds
10	Heidrick & Struggles

Egon  
Zehnder  
International

*hunting heads*®

SpencerStuart

Signium  
International

**Heads!**  
EXECUTIVE CONSULTANCY

 **ODGERS BERNDTSON**

 **KORN/FERRY INTERNATIONAL**

**GEMINI**  
Executive Search

RUSSELL REYNOLDS ASSOCIATES

**HEIDRICK & STRUGGLES**



# Looking for candidates?

We know 2.251 executive search firms that can help you. We know everything about our headhunters and are happy to advise you on their expertise, rates and track record.

Get your **free** recommendation

Your Global Executive Search Partner



**Amrop**

Professional Services Practice

Find out more...

## € 100k+ positions

Lintberg TIP i

## AllHeadhunters Network

- Headhunters in Africa i
- Headhunters in Belgium i
- Headhunters in France i
- Headhunters in the Netherlands i
- Headhunters in the United Kingdom i
- Headhunters worldwide i

## € 100k+ jobs on Twitter

- @100k+ Finance Jobs i
- @100k+ Healthcare Jobs i
- @100k+ HR Jobs i
- @100k+ Management Jobs i
- @100k+ Sales Jobs i
- @Lintberg € 100k+ jobs TIP i

## Agriculture & Food

AFL Executive Search **New!** i

## Automotive

- Herbold Fischer Associates i
- Kienbaum i
- Stratigo Executive Search i

## Executive Search (#, A)

- @100k+ Finance Jobs i
- @100k+ Healthcare Jobs i
- @100k+ HR Jobs i
- @100k+ Management Jobs i
- @100k+ Sales Jobs i

## Finance

- Boyden i
- Kienbaum i
- Michael Page i

## HR

- Boyden i
- hunting heads ✓ i
- Michael Page i

## ICT

- Alhambra International i
- Amrop i
- Biber & Associates ✓ i
- hunting heads ✓ i
- Michael Page i

## Life Sciences

AFL Executive Search **New!** i

## Management

- Alhambra International TIP i
- Amrop i
- Kienbaum i
- Michael Page i
- Stratigo Executive Search i

## Manufacturing

- Alhambra International i
- Stratigo Executive Search i

- @Lintberg € 100k+ jobs i
- Acclivitas i
- Advergy i
- AFL Executive Search i
- AIMS International Germany i
- Alexander Hughes i
- Alhambra International i

## Marketing

Amrop

## Personalberatung

Personalberater in Deutschland  
Stratigo Executive Search

## Sales

Amrop  
Velde Gruppe

## AllHeadhunters Top 15 worldwide

1. Amrop
2. Boyden
3. Egon Zehnder
4. Glasford International
5. Heidrick & Struggles
6. hunting heads ✓
7. Korn Ferry
8. Odgers Berndtson
9. Russell Reynolds Associates
10. Signium
11. Spencer Stuart
12. Stanton Chase
13. Steinbach & Partner
14. DHR International
15. IIC Partners

## Advice for candidates

Hunted Head

Amrop  
Anders



***Finding Heads***

INTERNATIONAL DIRECT SEARCH GROUP

**“We find your candidates!”**

Headhunting & Direct Search for companies worldwide





"Headhunter are like hawks!"

Headhunters are not waiting for applicants, they are on the lookout for them.

Directly, systematically and discreetly. Headhunting takes place internationally and regionally for companies in industries of all kinds.

We have found top managers and candidates already since 1997.



We find the suitable candidate as member of your management team, regionally, nationally, globally.



We search the market directly and, with the direct search approach, look at your competitors.



Search, selection and analysis of applicants for positions in your company.

85

HEADHUNTER NETWORK

25

COUNTRY AGENCIES

15K

CANDIDATES DATABASE

480

APPLICATIONS / MONTH



Personnel search, personnel consulting, headhunting – these terms are commonly used in connection with a wide range of different services in personnel recruitment for your company.

Finding Heads International searches the market actively and directly for you as our customer - and finds exclusively those candidates that fit your requirement profile. Our search focuses on:

- **Executive board members**
- **Managing directors**
- **Supervisory board members**
- **Generalists**
- **Production and works managers**
- **Development managers**
- **Sales managers**
- **Distribution and marketing managers**
- **Team managers and specialists**

We work for selected and very demanding customers. Therefore, we attach particular importance to the fact that our applicants meet these high requirements.

In addition to a particularly informative curriculum vitae, very good certificates and references, the candidate's personality is a decisive criterion.

We are management consultants. But with lots of practical experience because our headhunters have all been working as top-level managers for various firms and groups of companies, some of them international.

We share these many years of varied experience with you – companies, organizations and institutions urgently wishing to fill their vacancies with top-rate candidates or requiring support on critical management levels in the medium or long term. Our focus is on the following areas:

- **Head hunting & direct search**
- **Interim management solutions**
- **Consulting & board consulting**
- **Finding fee-based medical staff**
- **Traditional staff search, active in the market**

We give employees in management positions the opportunity to submit their job application proactively to enable us to approach them when a suitable vacancy must be filled.



### Finding Heads - since 1997

First Headhunter Company offered "Headhunter Direct Search" from the first to the third management levels as early as at the end of the 1990s.

- Concerns, medium sized companies & institutions
- Supervisory Board, C-Level Positions, Manager
- Top Manager of 2nd and 3rd level
- Qualified employees and specialists



### Global headhunter network

United Kingdom • Ireland • Norway • Austria  
France • Netherlands • Latvia • Estonia • Lietuva  
Finland • Kazakhstan • Russia • Romania • Czech  
Republic • USA • Colombia • Brasil • Malaysia  
Indonesia • China • India • Japan • Australia  
New Zealand • South Africa.

### Finding Heads International departments

Germany • Switzerland • Italy • Spain • Sweden

### Finding Heads - we find candidates!

We find the right candidates for approx. 200-250 vacancies in medium-sized and group companies every year in Germany alone

- approx. 10% at board and divisional manager level in DAX companies and large corporations
- approx. 50% at 1st and 2nd management levels in medium-sized companies
- approx. 40% skilled and executive staff, annual income > 80,000 euros

### Finding Heads headhunters are ...

- professionals from industry and commerce
- not theorists, not consultants in the classic sense
- "practitioners"
- work successfully due to expert advice
- competence for medium-sized, large and international companies.

### Finding Heads guarantee

- comprehensive, high quality, active search
- effective in taking the load off your HR-department
- candidates search with a filling of vacancy guarantee
- presentation of candidates after just a few weeks
- internationality and global network
- headhunting in Europe, Asia, the USA ...
- more than 480 unsolicited applications per month
- absolute discretion
- no headhunting from existing clients
- top placements in satisfaction analyses



**The success of each company depends on its staff.**

Time lost in the event of a wrong choice: 12-24 mon.  
Costs and risks: up to 3-4 times the amount of an annual salary incl. the salary, a settlement payment, training, advertisements, travel, telephone conversations, interviews, hospitality, conducting of written correspondence, know-how drain, possibly a loss of market shares, image and trust.

**... our joint plan of action is therefore better:**

- Target-oriented meetings with the client concerning the position that is to be filled
- Creation of detailed profiles and qualification criteria for the desired candidates that are tailored to the requirements of your company
- Negative/Positive target list
- Identification of the ideal candidate
- Discrete direct contact with the competition
- Verification of potential candidates
- In-depth interviews, checking of references
- Professional assessment of the candidates
- Detailed reporting to the client
- Support during interviews
- Professional supporting of the client with the drafting of the contract for the candidates

**With us, you experience the difference between human resources consulting and headhunting.**

- We identify candidates who are currently professionally integrated within companies or groups
- Reduces risk, shorter time requirement
- We offer to fill your vacancies fast
- Find your preferred candidate
- Adhere to corporate targets, weaken the competition!

**The difference - we are different!**

Human resources service providers and human resources consultants often draft an advertisement for the position that is to be filled in cooperation with the client. After being commissioned to do so by the client, the corresponding advertisements are then published on diverse platforms and in the print media, daily newspapers, etc. The human resources service provider then waits and hopes that a candidate with a profile that comes as close as possible to that stipulated, applies for the vacancy but this is often in vain. This then results in the next advertisement being placed ... at the expense of the client. We believe that this procedure is an uncertain and time-assuming one that the client finances, without it being ultimately possible to reach the top candidates from the appropriate branch.





## Your Consultant:

### Prof. Dr. Mark Harris

Finding Heads Partner

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Mobile: +49 (0) 15 1212 388 12

Mail: [prof.dr.m.harris@findingheads.de](mailto:prof.dr.m.harris@findingheads.de)

Edelweißstr. 9

**D-83620 Westerham**

since 2013  
Partner at Finding Heads international

2011 ongoing  
CEO at innova.ventures

- 35+ years Industry experience in Top Management at a Multi-National company as well as management consultancy and headhunting
- Strong management experience in all functions and levels.
- Strong people skills and judgement.
- International experience, responsible for EMEA (Europe, Middle East and Africa) operations with teams and employees located in 12 different countries.
- My specialities are the „mittelstand“ companies as I well understand their needs, but based on my background can also relate to multi-nationals
- Next to evaluating the professional competencies of a candidate I also invest significant resources in evaluating their social competencies.
- I have a very straight forward approach and will always give you my direct opinion.



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