

# THE INTELLECTUAL CAPITAL TEAM

## RICK ANAYA - PRESIDENT

rick@jra-ic.com

Experience: Twenty Seven Years in the E&C Industry

Expertise: Operations, Business Development,  
Engineering, Construction

Industries: Oil/Gas, Mining/Metallurgy, Heavy  
Equipment, Environmental, Infrastructure

International Experience: South America,

Middle East, Australia, North America, Asia Pacific

Languages: English, Spanish, Portuguese

## DARYL HOFFMAN - VICE PRESIDENT

daryl@jra-ic.com

Experience: Forty Years in E&C Industry

Expertise: Construction, Project Management,  
HSE, Administration, Labor, Value Engineering

Industries: Mining/Metallurgy, Oil & Gas, Power,  
Government, Pharmaceuticals, Pulp & Paper

International Experience: South America, Asia,

Middle East, Europe, Madagascar, Newfoundland

## REID PANNILL - VICE PRESIDENT

reid@jra-ic.com

Experience: Twenty Seven Years in the E&C Industry

Expertise: Human Resources, Construction,

Operations, Business Development, Start-up Ventures

Industries: Chemical Process, Nuclear,

Pharmaceutical, Biotech

International Experience: Europe, Mexico, China,  
and North America

## BRUCE LOTT - EXECUTIVE DIRECTOR

bruce@jra-ic.com

Experience: Twenty-Five Years in the Oil & Gas  
Industry

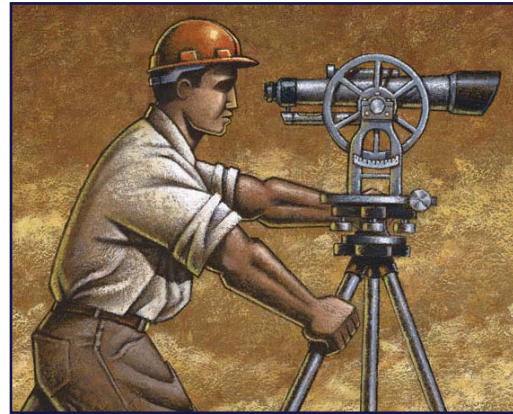
Expertise: Business Development, Professional  
Recruiting, Process, Instrumentation Controls

Industries: Oil & Gas, Power

International Experience: North America

[www.jra-ic.com](http://www.jra-ic.com)

## INTELLECTUAL CAPITAL RECRUITING SERVICES



The Intellectual Capital team of professional recruiters have over 150 years of combined experience in the E&C industry and have worked in over 25 countries.

Collectively, our firm has developed an extensive worldwide network of over 2,000 professional contacts in the oil/gas, mining/metallurgy, power and nuclear industries. The majority of these professionals have an average of 20 years of experience and can add immediate "value" to our client's organization with very little supervision.

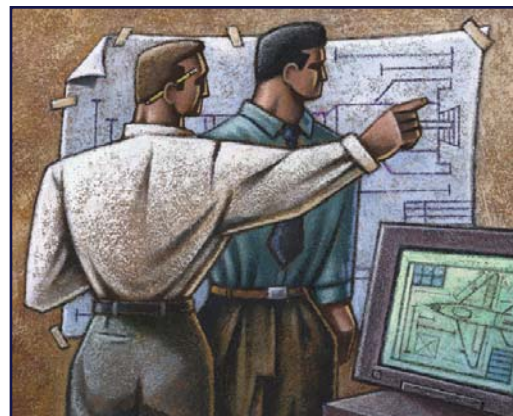
Over 90% of the candidates that we have placed with our international clients are professionals who we know personally, or know someone who has worked with them on a one-on-one basis.

Because of our industry backgrounds, we're able to speak our client's technical language and are therefore able to quickly relate to their needs in identifying, locating and placing needed professionals.

Having worked overseas, we are keenly familiar with international project assignment policies, living conditions and cultures, and can fully relate these details to our candidates in the context of a specific project assignment.



## INTELLECTUAL CAPITAL CONSULTING SERVICES



Assist clients with the creation and support of corporate offices as well as new project offices in remote locations.

Assist in the placement of qualified candidates in all disciplines for the management of the project.

Provide independent senior level construction reporting, as required by the client, improve/add project team, and offer assessments of the client's personnel and sub-contractors through the progression of the work.

# INTELLECTUAL CAPITAL

FOR OUR CANDIDATES  
WE BECOME YOUR  
GLOBAL NETWORK

FOR OUR CLIENTS  
WE BRING OUR  
GLOBAL NETWORK TO YOU

SO MANY PROJECTS,  
SO LITTLE TIME...  
WHO IS TAKING CARE  
OF YOU?

[www.jra-ic.com](http://www.jra-ic.com)



INTELLECTUAL  
CAPITAL



INTELLECTUAL  
CAPITAL

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"A Mature Workforce  
for a Just-in-Time Economy"

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