

### **What is your business and what makes it successful?**

Commodore Partners is a contingency, direct hire, recruiting agency. We specialize in making fulltime placements in: advertising technology, marketing technology, SaaS, and digital media. Our mission is partnership. We strive to provide our clients with the white glove service they desire while identifying and closing the top talent they need to grow their businesses. This separates us from many of our competitors as they act only as vendors – slapping resumes at the wall to see if they stick. Our commitment to a true partnership is seen in our thorough vetting process and deep industry knowledge.

We work with recognizable brands like: Penske Media (Women's Wear Daily and Rolling Stone), Yext, Pinnacle Foods and red-hot startups like: Innovid, [Monday.com](http://Monday.com), and Albert.ai to name a few.

The team at Commodore takes pride in our ability to fill difficult roles in a timely fashion. We were an integral part of the early success of Flashtalking – an independent European ad server who expanded to the US. Our team helped them scale from a team of 10 to over 200 employees across NA, making over 70 placements in 4 years.

### **What inspired you to join the EO NJ community?**

My longtime friend, Brian MacClaren (Current EONJ chapter President), introduced me to the program. Truth be told, Brian is more than a longtime friend, he's like a big brother. So, when he raved about the community and how it has impacted his life - both personally and professionally – I was all in.

I think that as entrepreneurs, we all struggle with similar challenges. EOA was presented as (and it truly is) a safe place to learn and grow. A place where you don't have to worry about ulterior motives, just good, likeminded folks on a similar mission — trying to help each other achieve their goals.

### **What's your biggest lesson learned as an entrepreneur so far?**

Setbacks and failure are a good thing. I like to win more than anyone. As a former college athlete, I still desire the thrill of winning. Winning pays the bills but setbacks and failure are where I have learned the most. These are the times where you work with your team to re-strategize, rethink your approach, and make changes to be better for the next opportunity.

### **What are your core values as an entrepreneur?**

*Grit* – Perseverance and persistent commitment to long term goals – (see Grit by Angela Duckworth)

*Outwork everyone* - You don't have to be the best or the smartest, but you must be the hardest working person in the room

*Help people* – genuine desire to help others

*Mutually beneficial* – all business dealings should be both fair and of mutual benefit

*Continual growth* – get better everyday

### **Are there unexpected rewards you get from entrepreneurship?**

Yes. I now find it very satisfying to know that I am giving folks (our employees and consultants) an opportunity to provide for their families and earn a living.

### **What is an accomplishment you are most proud of?**

In 2014, when I first started Commodore, I was still teaching full time. During that year, I finished my master's degree, started a recruiting company which had gross sales of \$250k+, and got married - all while maintaining good standing as a teacher. Needless to say, I didn't sleep much but the satisfaction I got from excelling through adversity and a heavy workload is something I am very proud of.

### **Why did you start your company?**

I started my company because I was bored teaching. I believe that teaching is a noble cause, but I found there was no incentive for me to excel in that field. Recruiting has a unique competitive component to it... but at the same time I was still helping people! This is why I started teaching in the first place – so it was the best of both worlds. I was helping candidates advance their careers and helping businesses find the talent they need to grow!

### **Is there anything of a personal nature you would like to share to help other EO NJ members get to know you better?**

Besides being an ultra-competitive entrepreneur, I am a father and a husband. My beautiful wife Meredith and I live in Little Silver, NJ with our 2-year-old daughter, Sullivan, and we are expecting another daughter this Christmas. I am still very active – I work out every morning at 6am and I love to golf and surf.