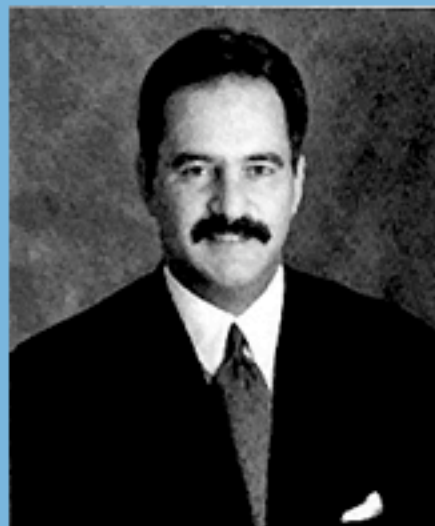


# Searching For Corporate All-Stars



**W**hen America's most prestigious businesses and corporations seek new executive all-stars, they often turn to **Frank Carzo '73**, whose home base is in the Nation's capital. "The last person I recruited settled at a salary of \$1.2 million. Our entry point is a salary of about \$150,000," Carzo says.

As founder and CEO of Carzo Associates, LLC, Carzo draws upon his experience as a recruiter of senior business leaders with Russell Reynolds Associates, and his human resource experience as a vice president at Halliburton Corporation. Previously, he had been with Xerox Corporation for 20 years. He began his career on the Monday following graduation in the Xerox Office of Human Resources. After many promotions, he was most recently vice president of global integrated systems operations. He holds the distinction of being the youngest vice president ever appointed at Xerox. "It took a while for me to realize the great preparation academically and socially that Oswego State provided. You worked hard and you took a lot away."

Carzo was president of Sigma Tau, where he met his best friend, John Marino '75. He also met his wife, **Cindy Waegae Carzo '74**, who was a member of Alpha Delta sorority; they are parents of two adult children. Carzo's clients include Lucent Technologies, Marriott, and Oracle Corporation.