

## **Recommendations**

### **Stone Newman – founder and former President of Sababa Group, Inc.**

**November 13, 2008 01:16 AM**

I just want to add another endorsement to Paul for any potential employer. I worked with Paul for several years and can personally speak to what a positive addition he would make to any team. Not only does Paul bring a great work ethic and extensive skill set, he is a shining example of team player. He also is someone who won the respect of the management team, his co-workers and all of his direct reports. This is represented on this blog as both his former boss and one of his direct reports have provided glowing blogs. This demonstrates Paul's ability to successfully manage both up & manage down.

Paul would work tirelessly to complete often complicated and difficult tasks and regardless of the scope of the project, he always did it with a smile and an amazing "can-do" attitude. He was a leader and set a positive example.

I think it is important that while Paul's experience is in the toy industry, he adds value to ANY consumer packaged goods company. So while toys are fun, Paul would be an asset for any company (from socks & shoes, to backpacks, apparel, and paper towels).

If your company is one who is working with China or other emerging markets, keep in mind that when Paul first started in the Toy Industry China was an emerging market for manufacturing, Paul can guide you through those troubled waters.

He also worked with every major and minor retailer in North America. Do not let "toys" throw you off as Paul worked closely with not only Toys R Us, Wal Mart, Target, and K Mart but also with Barnes & Noble, Blockbuster, Claire's, Macy's, Bed Bath Beyond, AC Moore, Meijer, Shopko, Sears, Urban Outfitters, Hot Topic, Hallmark, Hudson News, the list goes on and on and on.

I really hope that participants in this blog take the opportunity to hire Paul for what it is, not only a chance to help out a good and decent individual, but to add value to your company. Paul is a wonderful addition to any company, big or small.

Stone Newman

### **Carolyn Hoberman – Hoberman Designs**

**November 11, 2008 02:35 PM**

Paul worked for our company, Hoberman Designs before we downsized in 2004. He was an excellent employee in every way. I can't recommend him more highly. Hire him!  
Carolyn Hoberman

**Tami Johnson – IT Manager Sababa Group, Inc.**

**November 11, 2008 04:50 PM**

You should hire Paul because of the below:

Paul is a super hard worker, he has tons of experience communicating with teams overseas and also working with many factories that manufacture goods in China. Paul has great communication skills and has a lot of respect for other people. Paul has tons of experience in the toy industry but can a would make a great team member for any company!

**Erika Cottrell – Head of Operations Sababa Group, Inc.**

**November 12, 2008 12:12 AM**

Paul was a wonderful team member. He worked on my team and was SUPER! He was such a hard worker and would do whatever it took to get the job done. I would STRONGLY recommend that an employer hire Paul and improve their team TODAY!

**Tom Keoughan – President of ToyJobs, Inc.**

**November 13, 2008 10:09 AM**

I am the President of Toyjobs an executive recruiting firm specializing in the toy industry. Paul is a great guy and we have placed him in several toy company jobs over the years. Every time we have placed him the company has been delighted with his work. He can handle any position in operations, logistics or sales administration. Paul can manage your back office staff OR be a one man back office. I wish I had something for Paul right now. Unfortunately, the world of toy jobs has slowed. The world of all jobs has slowed; but you have to keep up the good fight.

Tom Keoughan