

Hunt Scanlon BIG FIVE GLOBAL SEARCH FIRMS

Firm Name	2016 Revenue (\$ millions)	Percent Change	2015 Revenue (\$ millions)	No. of Consultants	No. of Offices	Primary Contact
1. Korn Ferry ^a	1,568.0	+ 34.0	1,170.0	1,066	128	Gary D. Burnison
2. Spencer Stuart ^b	688.1	- 1.6	699.3	398	56	Kevin Connelly
3. Egon Zehnder ^c	686.4	+ 2.8	667.7	440	69	Rajeev Vasudeva
4. Heidrick & Struggles	582.4	+ 9.6	531.1	417	52	Krishnan Rajagopalan
5. Russell Reynolds Associates ^d	497.5	+ 1.5	490.0	294	47	Clarke Murphy

a) As of 2/1/16 – 1/31/17 b) As of 9/30/16 c) As of 10/31/16 (Hunt Scanlon Media estimate) d) Fees without allocated cost recoveries