

ELLIG GROUP

REIMAGINING SEARCH

CELEBRATING 45 YEARS OF DELIVERING EXCEPTIONAL RESULTS:

- DIVERSITY FOR EQUITY AND INCLUSIVITY
- CLIENT EXPERIENCE
- CANDIDATE SUCCESS



EXECUTIVE SEARCH | BOARD ADVISORY SERVICES | LEADERSHIP COACHING

 126 EAST 56TH STREET, SUITE 2110 NEW YORK, NY 10022 212 688 8671  ELLIGGROUP.COM



WHO WE ARE

Ellig Group is a global leader in recruiting and onboarding outstanding diverse executives with the backgrounds and expertise to meet the evolving needs of our clients. With roots dating to our legacy company's founding in 1977, we rebranded as Ellig Group in 2017.

We are *Reimagining Search* by providing an expanded platform of services beyond the cornerstone of our four decades in executive search. Today we offer a meaningful and holistic approach to talent identification and development through our Executive/Board advisory and assessment capabilities, our AI/analytics, as well as our leadership development and onboarding programs. We offer customized advice and tools to support our clients and candidates in reaching their goals before, during, and after a search assignment.

Ellig Group is

- ▶ a certified woman-owned business enterprise (WBENC)
- ▶ a member of IIC Partners (Independent International Consultants) – a top ten worldwide executive search organization of independent search firms in nearly 40 countries
- ▶ a member of the Association of Executive Search and Leadership Consultants (AESC) – the global professional association for retained executive search and leadership consulting firms

DIVERSITY, EQUITY & INCLUSION

CHAMPIONS OF DIVERSITY, EQUITY & INCLUSION FOR OVER TWO DECADES

At Ellig Group, we understand the importance for organizations to reflect their constituents: employees, customers, shareholders, and the communities in which they operate.

Visionary organizations know that in order to attract and retain the best and the brightest talent, better serve their customers, and build their reputation in communities and with investors, a diverse and inclusive workforce must be a strategic business imperative.

Leaders from underrepresented groups are included in 100% of our candidate presentations for every search assignment; as a result, Ellig Group has an unsurpassed decade long track record.

We are incredibly proud of our commitment to facilitate increased diversity, equity and inclusion at the highest levels of leadership – and our numbers tell the story.



*1/2019-5/2021 statistics; women, people of color, LGBTQIA+ and other underrepresented groups

WHAT WE DELIVER

EXECUTIVE SEARCH

Multiple studies demonstrate a strong correlation of companies being financially stronger when there is a more diverse and inclusive leadership team and board. At Ellig Group we know that organizations need to reflect all of their constituents and, therefore, 100% of our candidate presentations reflect women and leaders from underrepresented groups.

Our personalized, partner-led, and hands-on approach provides tailored solutions for your unique organizational needs. We take the time to get to know you, your organization's operations, your culture, and your leadership so we can tell your compelling story in order to present you with the best talent. Driven by our key relationships, exceptional search results, extensive networks, a proprietary database, and AI capabilities—along with critical insights into your organization—we find the right executives for you. To provide you with full transparency throughout the search process, an online “client portal” with 24/7 access provides you with the status of your search.

BOARD SEARCH & ADVISORY SERVICES

Our board advisory practice is first and foremost devoted to finding the most exceptional candidates to serve on our client's board. We open the aperture to present uniquely talented candidates that we carefully curate and match with the right board opportunities.

Our board advisory services focus on developing practical improvements to both the effectiveness and efficiency of your governance processes. Working with you, our collaborative approach is designed to extract the best insights from your board and management, preserving what works while identifying customized,

actionable recommendations for improvement. Tailored services include board competency modeling, skills assessment and improvement, succession planning and crisis preparedness, among others.

ONBOARDING/LEADERSHIP COACHING CONSULTING SERVICES

In partnership with your talent strategy, we offer highly tailored programs designed to accelerate a leader's onboarding and impact in their new role. Included in every executive search placement, we provide an International Coaching Federation-certified leadership coach to customize onboarding/coaching of each placed executive during their first 100 days in their new role.

In addition to this complimentary on-boarding offering, we offer carefully curated individual leadership coaching for executives seeking to enhance their leadership effectiveness, and/or their communication skills. We also offer team coaching designed to optimize larger groups of leaders and support organizational health. These offerings are aligned with your strategy and culture to maximize a leader's impact in the organization.

EXECUTIVE ASSESSMENTS

Designed to enhance your internal executive assessment offering, we provide strategic consulting solutions to elevate and support transformational leadership at all levels. Our leadership consulting practice offers a talent assessment methodology that leverages industry-leading and globally validated self- and 360-assessment instruments, such as the Hogan Assessment, The Leadership Circle, and CliftonStrengths. These tools are complimentary on every coaching assignment.



OUR APPROACH

PARTNER DRIVEN

Each search assignment is partner-led, ensuring a committed, collaborative, and highly communicative process. As a result, our existing clients' confidence in us generates more than 75% of our annual business.

INDEPENDENCE & INTEGRITY

Privately held, committed to diversity, equity and inclusion, and a certified woman-owned business enterprise (WBENC), our focus is always in your best interest.

MITIGATING RISK, MAXIMIZING VALUE

With a deep understanding of your culture and needs, we mitigate risk and ensure the right choice. With state-of-the-art technology and a highly experienced in-house research team, we recruit the best talent to fit your needs.

CLIENT AMBASSADORS

Each assignment is critical, each client is valuable, and each candidate is unique. We are passionate client advocates, committed to helping both our clients and candidates achieve success. We take the time to get to know you so we can tell your compelling story with credibility and conviction.

OUR DRIVERS FOR SUCCESS

Delivering results based on our "10 C" approach for all assignments:

- ▶ Character
- ▶ Courage
- ▶ Commitment
- ▶ Collaboration
- ▶ Competencies
- ▶ Confidence
- ▶ Communication
- ▶ Curiosity
- ▶ Common Sense
- ▶ Champions (of you)

| ADVISORY PRACTICES SERVE

SECTORS

- ▶ Financial Services
 - ▷ Banking
 - ▷ Insurance: Life, Retirement and P&C
 - ▷ Wealth Management
 - ▷ Investment Management
- ▶ Professional Services & Consulting
- ▶ Private Equity/Venture Capital
- ▶ Healthcare & Life Sciences
- ▶ Industrial & Manufacturing
- ▶ Consumer Products & Services
- ▶ Non-Profit

FUNCTIONAL ROLES

- ▶ Boards
- ▶ C-Suite, General Management
- ▶ Finance: CFOs, Audit, Risk, Operations
- ▶ Human Resources; DEI; Talent Acquisition
- ▶ Marketing, Communications/Public Relations
- ▶ Digital/Technology
- ▶ General Counsel, Regulatory & Compliance
- ▶ Investor Relations
- ▶ Strategy & Business Development
- ▶ Sales / Distribution

| OUR GLOBAL REACH

Ellig Group is the New York member firm of IIC Partners, a leading worldwide executive search consortium with offices in nearly 40 countries, including 7 in the United States. IIC Partners is comprised of independently owned and operated, retained search firms with over 400 search professionals.

<https://iicpartners.com>



ABOUT US



Janice Ellig, founder and CEO of Ellig Group, is dedicated to achieving parity in the placement of women and diverse candidates on corporate boards and in C-suites by 2025. Heralded by Bloomberg Businessweek as one of “The World’s Most Influential Headhunters,” Janice is consulted for her expertise and her commitment to gender parity, inclusion, and diversity. She frequently appears at speaking engagements and as a media guest and has penned multiple articles for publications such as Directors & Boards, Directorship, Corporate Director, The Huffington Post, and Forbes.com. She is founder and chair of the Women’s Forum of New York Corporate Board Initiative and its signature biennial event, the Breakfast of Corporate Champions.



Lisa Buckingham, President of Ellig Group, is committed to a purpose-driven mission of driving diversity in executive search, advising boards, and developing senior-level executives and board leaders. Lisa brings over 30 years of experience helping leadership teams transform cultures, companies and individuals’ lives through innovative talent strategies, DEI initiatives, career development, and coaching. Lisa is passionate about assessing and developing talent, organizational effectiveness, and total rewards. Lisa is a Board advisor for several HR technology-driven start-up organizations and is a Limited Partner in and Operating Advisor to The 98.



Barbara Stahley, Managing Director, is the leader of Ellig Group’s Leadership Consulting practice where she focuses on leadership coaching, talent assessment, and executive onboarding. A PCC-designated executive leadership coach accredited by the International Coaching Federation (ICF), Barbara completed her coaching training at Georgetown University’s Institute for Transformational Leadership and is certified in various assessment instruments, including Hogan Assessment Systems and the Leadership Circle Profile.



Nora O'Brien, Managing Director, deeply dedicated to diversifying corporate leadership, brings a strong research background and a firm grasp of the diversity and inclusion space to Ellig Group. Nora’s prior executive search experience was as a research associate in a CIO/Technology & Operations practice and Consumer & Retail practice, and three years as a legal assistant. Nora is Hogan Assessment Systems certified.



Camille Strano, Chief of Staff, with over 15 years on our team, Camille brings her organizational and project management skills to each assignment, working closely with our candidates and clients to deliver on our commitment of unsurpassed service.

OUR ADVISORY BOARD



Truett Tate – Chair

Fmr Chairman, QBE NA; Chairman, TLC Lions, Reference Point, and Thinkably; Director, DEVCClever

Chairman of a number of Boards, including Reference Point, TLC Lions, Thinkably and the recently retired Chairman of QBE, NA. Truett is also Director of the DEVCClever board. Truett has a long and esteemed global executive history including most recently as CEO of ANZ USA, Europe, Japan, Korea and the Middle East. Immediately prior, he was Group Executive (and Board member) at Lloyds Banking Group, responsible for Wholesale & International Banking (Including Global Wealth and International Retail) across the United Kingdom, the Americas and worldwide and prior spending 27 years at Citigroup where he held a variety of senior roles including corporate banking business across each of its regional geographies. Truett's long board history includes Virgin Group, Ten Group, the BITC, BAB Inc along with many other charitable and academic organizations. A speaker, guest lecturer, philanthropist and professional coach/mentor, Truett has seemingly bottomless energy and passionate interest in a safer, more just, more humane and more sustainable world.

<https://www.linkedin.com/in/truett-tate/>



Priscilla Sims Brown

President, CEO and Board Director, Amalgamated Bank

Priscilla Sims Brown is a multi-national board director and C-suite executive with 30 years of financial services experience. She currently is President and Chief Executive Officer of Amalgamated Bank, and prior was the Group Executive for Marketing and Corporate Affairs at Commonwealth Bank of Australia. Priscilla has held senior positions at AXA Financial, Inc., Sun Life Financial, and Lincoln Financial Group. She has advised several digital startups and served as the Chief Executive Officer of Emerge.me, a digital health insurance broker. For the past three years, she served as a member of the Board of Trustees of Teachers Insurance and Annuity Association of America ('TIAA'), a US Fortune 100 financial services firm with over \$1.2 trillion in assets under management. She served on the TIAA Investment, Nominating and Governance, and Corporate Governance and Social Responsibility committees, as well as Trustee and CEO selection subcommittees.

<https://www.linkedin.com/in/priscillabrown/>



David Chun

Founder and CEO Equilar, Inc.

David Chun, Founder and CEO, Equilar Inc., has led Equilar since its inception to become one of the most respected and trusted names in the executive compensation industry. David has been recognized as one of the "100 Most Influential Players in Corporate Governance" by the National Association of Corporate Directors (NACD). David often speaks publicly on corporate governance and executive compensation matters, including events hosted by The Conference Board, Corporate Board Member, The HR Policy Association, NACD Directorship, NASDAQ OMX, NYSE Euronext, the Society of Corporate Secretaries and Governance Professionals and Stanford's Directors' College. Prior to founding Equilar, David was a Vice President in the Investment Banking Division of Donaldson, Lufkin and Jenrette, a global investment bank that has since merged with Credit Suisse. Prior to DLJ, David was a management consultant with Bain & Company and also Kenan Systems, a telecom billing software developer that was subsequently acquired by Lucent Technologies. He is an advisory board member of the Wharton Center for Entrepreneurship, a Trustee of the Committee for Economic Development (CED), a director of the Asian Pacific Fund Community Foundation, a member of the Young Presidents' Organization (YPO), and a founding member of the Council of Korean Americans (CKA).

<https://www.linkedin.com/in/david-chun-12618/>

OUR ADVISORY BOARD



Cindie Jamison

Chairman, Tractor Supply Co. and Big Lots, Inc.; Board Director, The OPD Corp; Darden Restaurants, Inc.

Chairman of a number of Boards, including Reference Point, TLC Lions, Thinkably and the recently retired Chairman of QBE, NA. Truett is also Director of the DEVClever board. Truett has a long and esteemed global executive history including most recently as CEO of ANZ USA, Europe, Japan, Korea and the Middle East. Immediately prior, he was Group Executive (and Board member) at Lloyds Banking Group, responsible for Wholesale & International Banking (Including Global Wealth and International Retail) across the United Kingdom, the Americas and worldwide and prior spending 27 years at Citigroup where he held a variety of senior roles including corporate banking business across each of its regional geographies. Truett's long board history includes Virgin Group, Ten Group, the BITC, BAB Inc along with many other charitable and academic organizations. A speaker, guest lecturer, philanthropist and professional coach/mentor, Truett has seemingly bottomless energy and passionate interest in a safer, more just, more humane and more sustainable world.

[in https://www.linkedin.com/in/truett-tate/](https://www.linkedin.com/in/truett-tate/)



Maurice Jones

CEO
OneTen

Maurice is the Chief Executive Officer of OneTen, where he draws on his deep leadership experience in the public and private sectors to spearhead the coalition's mission to create 1 million family-sustaining careers for Black talent in America over the next 10 years. As OneTen's first CEO, Maurice leads the efforts to establish the coalition's capabilities and elevate its reach and impact while reimagining how business leaders come together to effect positive social change and create a more equitable society. Prior, Maurice served as the President & CEO of Local Initiatives Support Corporation (LISC), one of the country's largest organizations supporting projects to revitalize communities and catalyze economic opportunity for residents, and as the Secretary of Commerce for the Commonwealth of Virginia, where he managed 13 state agencies focused on the economic needs in his native state. He has served as Deputy Secretary for the U.S. Department of Housing and Urban Development (HUD) overseeing operations for the agency and its 8,900 staff members, and was Commissioner of Virginia's Department of Social Services and Deputy Chief of Staff to former Virginia Governor Mark Warner. Trained as an attorney, Maurice worked under the Clinton Administration on legal, policy and program issues at the Treasury Department, where he also helped manage a then-new initiative called the Community Development Financial Institutions (CDFI) fund.

[in https://www.linkedin.com/in/onetenmaurice/](https://www.linkedin.com/in/onetenmaurice/)



Tonie Leatherberry

Board Director
Zoetis; Amfam, Inc.

Tonie was at Deloitte for nearly three decades where she was the principal architect of The Board Leadership Forum and the NextGen CEO Academy, each of which has had a meaningful impact, ultimately placing more than 70 Black leaders into executive-level and board roles. As Chair Emeritus of the Executive Leadership Council, she created the Chairman's Council of Academic Achievement to address achievement gaps for students of color in America's educational systems, and as President of the Deloitte Foundation, the mission was to drive initiatives to develop future leaders through education. She is a passionate leader who has devoted much of her professional life to creating opportunities for women and people of color. Tonie is a Board Director at Zoetis Inc. and American Family Insurance.

[in https://www.linkedin.com/in/tleatherberry/](https://www.linkedin.com/in/tleatherberry/)

OUR ADVISORY BOARD



Chris Perry

President
Broadridge
Financial Solutions

As President of Broadridge Financial Solutions (NYSE: BR), Chris drives overall growth strategy, including overseeing Broadridge International, helping lead M&A activity, and is a member of the Executive Committee. Joining in 2014, Chris oversees all client and marketing activities globally and is responsible for delivering the company's annual sales targets. Under his leadership Broadridge has enjoyed five years of consecutive record setting sales. He has also been a driving force behind the transformation of the organization from a portfolio of companies to an enterprise cloud-based services provider. Previously, Chris has held numerous management and commercial roles at Thomson Reuters (NYSE: TRI), and its predecessor, Thomson Financial; and prior worked in several FinTech companies. Chris serves on the Board of the Financial Services Institute (FSI); as Secretary of the Board of Directors of the Make-A-Wish Foundation of New Jersey; and as a member of the Board of Directors for NPower, an organization that provides underprivileged youths and military veterans with the opportunity to build tech skills and achieve their potential. He is a sponsor of the Women on Wall Street Association, a New York-based business leadership organization helping accelerate careers of women in financial services, and serves on the Advisory Executive Board of British American Business, a membership organization that enables transatlantic commerce, and on the Board of Trustees at Lewis University.

[in https://www.linkedin.com/in/chrisperry27/](https://www.linkedin.com/in/chrisperry27/)



Nicole Sandford

President, CEO and
Board Director
Aspira Women's
Health

Nicole became President and CEO of Aspira Women's Health after serving as a member of the company's board since February 2021. Prior Nicole was EVP, Global Board Advisory and Search Practice Leader at Ellig Group where she created and launched the Board Readiness Program. She joined Ellig Group after nearly three decades at Deloitte where she led the firm's regulatory and operational risk practice, founded its corporate governance program and advised clients on governance, crisis response and regulatory risk management. Inducted into the NACD Directorship 100 in 2022, she is a corporate governance expert.

[in https://www.linkedin.com/in/nicolesandford/](https://www.linkedin.com/in/nicolesandford/)



Myrna Soto

Founder and CEO
Apogee Executive
Advisors; Board
Director, CMS
Energy
Corporation,
Delinea, Headspace
Health, TriNet
Group, Inc., Popular,
Inc., and Spirit
Airlines, Inc.

Myrna is Founder and CEO of Apogee Executive Advisors, an advisory firm focused on providing strategic consulting to Executive Leaders and Boards (Public & Private) in the areas of Technology Risk, CyberSecurity, Technology integrations, Digital Transformations and Enterprise Risk Management. She also serves as a Strategic Advisor and on the Advisory Boards of multiple privately held organizations. Myrna serves on the Boards of CMS Energy/Consumers Energy (NYSE: CMS), Delinea, Headspace Health, Spirit Airlines (NYSE: SAVE), TriNet (NYSE: TNET) and Popular Inc. (Banco Popular, and Popular Bank) (NASDAQ: BPOP). She is recognized as a Governance and Board Leadership Fellow by the National Association of Corp Directors (NACD). Additionally, she serves on the Board of Delinea (formerly known as ThycoticCentrify); TPG Company, a privately held CyberSecurity Technology Provider; and on Headspace Health. Myrna has over 28 years of focused Information Technology/ Cybersecurity experience and accolades within a variety of industries, including: financial services, hospitality, Insurance/Risk Management, and gaming/entertainment. Prior to joining Comcast, Myrna served as Interim CIO and CISO & Vice President of Information Technology Governance for MGM Resorts International (formerly known as MGM MIRAGE).

[in https://www.linkedin.com/in/myrnasoto/](https://www.linkedin.com/in/myrnasoto/)

OUR ADVISORY BOARD



Kathy Higgins Victor

President & CEO,
Centera Corporation
Board Director,
Conduent Inc., and
formerly, **Best Buy**
Co., Inc.

Kathy is the President and CEO of Centera Corporation, an executive development and leadership consulting firm, located in Minneapolis, MN. Kathy advises Boards, CEOs and C-suite executives on leadership effectiveness, executive and CEO succession, and corporate governance. Her firm's work spans a multitude of diverse Fortune 500 industry sectors. Prior to founding Centera in 1995, she had broad experience in senior executive and officer level positions. Her experiences and competencies cover the major human resource functions including: executive compensation, health and welfare benefits, CEO and executive succession, organizational culture, and employee and labor relations, gained through director and senior vice president roles with the global companies of Northwest Airlines, Grand Metropolitan PLC, The Pillsbury Company, and Burger King Corporation. Kathy sits on the boards of Conduent, Inc. since 2019 and formerly Best Buy, where she was Nom/Gov Committee Chair (1999-2020).

[in https://www.linkedin.com/in/kathy-higgins-victor-11842516/](https://www.linkedin.com/in/kathy-higgins-victor-11842516/)

ELLIG GROUP

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FOLLOW US



126 East 56th Street, Suite 2110
New York, NY 10022
212-688-8671

EMAIL:

Janice@elliggroup.com
Lisa@elliggroup.com