



Hunt Scanlon | Media  
Leadership Intelligence

# THE SELECT GUIDE TO AMERICA'S TOP 250 EXECUTIVE SEARCH FIRMS 2024 EDITION

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A corporate user's guide to identifying  
and retaining search firms that meet  
your recruitment needs

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## ABOUT HUNT SCANLON MEDIA

**Hunt Scanlon Media** is the most widely referenced, single source for information in the human capital sector. Our mission is to inform, engage, and connect you — the most avid members of the talent management community — with daily news and expert commentary. We have assembled a team of trusted, experienced reporters and editors to track who is making news and what’s driving the market around the clock. And we have one of the best management teams in the field.

Hunt Scanlon Media has been defining and informing the senior talent management sector for over 30 years. Our global staffing intelligence data comes in many forms: daily newswires, annual leadership and state of the industry reports, market intelligence sector briefings, industry rankings and our flagship newsletter Executive Search Review. Our exclusive news briefings, interviews, industry trends reports and rankings, forecasts and expert commentary offer unique insight and market intelligence as we track global talent management developments. Since our inception, talent management professionals worldwide have turned to Hunt Scanlon Media.

Hunt Scanlon Media’s global news network is the most comprehensive in the talent management field, and all of our lead stories, rankings tables, news

alerts, and thought leadership articles provide the latest thinking in a sector that is highly evolving and in transition. Our editorial team covers news nationally and globally, originating exclusive news briefings each day that provide up-to-the-minute coverage of the entire talent management and leadership solutions sector. Today, Hunt Scanlon Media interfaces annually with more than 20 million human capital professionals in over 191 countries — from CHROs, chief talent officers, talent acquisition specialists, company directors, and top decision-makers in finance, IT, sales, private equity, and marketing, to the global leadership and talent solutions consultants who service them.

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# FOREWORD

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# ADD Cornerstone® ADD Growth

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Are you looking for top-caliber talent to boost your executive team worldwide?

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Cornerstone® International Group has accumulated extensive experience, a robust database, and exceptional research capabilities since 1989. Serving clients in 40 countries for 35 years, we offer a range of professional services:



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Leadership Assessment



Board Appointments &  
Succession Planning



Executive Coaching &  
Career Transition Services

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 **CORNERSTONE®**

## FOREWORD

### The Bridge Between Talent and Value

In a world where organizations are driven by talent, the executive search industry plays a critical role in identifying and placing top professionals in key positions. From mid-level roles to the C-suite and boards of directors, we serve as the bridge between talent and value across all industries and sectors. But the world of executive search, and the human capital industry more broadly, has witnessed monumental changes over the past few years as companies, in particular private equity firms, have really started to understand the key role that talent plays in the equation, and thus the crucial role of executive search firms as strategic partners. With this understanding has been an influx of capital from investment funds, as well as a diversification of offerings from talent firms including fractional placements and executive coaching, to expansion of industries and geographies.

Over the past 50 years since I started **Diversified Search Group**, the executive search industry has evolved from simply matching candidates with positions to providing comprehensive talent solutions and strategic consulting. Today, executive search firms have become trusted advisors, partnering with organizations to navigate the complex landscape of talent acquisition.

This diversification of services, which includes an array of offerings today such as management audit and succession, culture shaping as well as interim and HR consulting services to name just a few, has helped the industry grow by 12-fold since. In 1990 the global retained executive search industry grossed just \$2 billion. Today, with this upward and outward expansion, the sector now clocks in at a staggering \$25 billion worldwide. And, according to **Hunt Scanlon Media**, we will likely see an almost doubling of size to \$40 billion by 2035.

At the end of the day, executive search is not just about filling positions; it's about finding the right

fit – the individuals who can drive innovation, lead transformation, and shape the future of organizations. At the core of every organization is the talent who helps bring the value to each organization and fundamental to this is a diversity of thought so that innovation can result. This vital function extends beyond corporate roles to key positions in education, non-profit organizations, and other sectors globally, as demonstrated through the six firms making up **Diversified Search Group** and the expertise that the specialty practices provide. The impact of executive search is far-reaching, and continues to influence the direction and success of businesses and institutions worldwide. Yet while there has been this change, still at the heart of talent is executive search; it's the high quality work of executive search that drives revenue and, if you do that right, everything else falls into place.

### Private Equity's Impact

Recognizing the value and potential of the executive search industry, private equity firms have made strategic investments in numerous search firms in order to unlock inorganic growth. I've witnessed firsthand the benefits that private equity can bring to the industry, through our partnership with **Shoreview Capital**. They've helped us grow inorganically and scale past what would have been possible: we've done six acquisitions together and grown from \$40 million to \$150 million in annual revenue. I firmly believe that when done well, these investments provide the industry with the necessary resources to expand, innovate, and invest in related sectors. The partnership between private equity and executive search firms has created a synergy that facilitates growth and enhances the overall capabilities of the industry, because at the end of the day, it all gets back to client expectations. The relationship with the client is the most critical relationship we have and if these investments can help firms expand their benefits, then our clients will ultimately benefit.

## Promoting Diversity and Inclusion

While it wasn't always this way, the executive search industry is now at the forefront of promoting diversity and inclusion in key positions, something directly at the core of my philosophy. When I started this firm in 1974, we were focused on helping women find corporate jobs. There were a great many qualified women working in non-profit at the time and their jobs were akin to those in the corporate world. Therefore, we determined that a female professional working in non-profit could transition very successfully to a similar career in the corporate world. This history is fundamental to the way we've continued to approach executive search in the 50 years since. We are the first top 10 search firm to have had a CEO of color, and the only top 10 search firm currently with a female CEO, Aileen Alexander. You cannot unlock the true value of an organization if you are leaving out a large portion of the qualified candidates, whether by not considering them in the first place, or by failing to create a culture of inclusion. Similarly, diversity of thought leading organizations is crucial to a top-down push for an inclusive culture. By championing diversity, equity and inclusion, the industry ensures that organizations benefit from a wide range of perspectives, experiences, and talents to innovate and growth.

## Looking to 2024 and Beyond

Like any industry, executive search faces its own set of challenges. The ever-increasing competition, changing market dynamics, and evolving client expectations require search firms to stay agile and innovative. Growth is important, but it has to be handled responsibly. You need to support your team with a strategy to get bigger and better and at the same time, while you're growing, you just can't take your own culture for granted; you have to take care of your people and the leadership is really key to that. Recruiters are on the front lines, placing talented professionals in roles that will shape the future of organizations and acting as talent advisors through leadership consulting, fractional placements and more. It's an industry where every placement has the potential to make a transformative impact. And while 2023 was a challenging year for many executive search firms, given the macroeconomic climate, it was also an interesting year for the industry, with more M&A activity and greater changes to the way we approach talent. This is opening the doors to what should be an exciting 2024 to come.

– *Judith M. von Seldeneck*  
*Founder, chairman, and CEO*  
*Diversified Search*

# EXECUTIVE SUMMARY

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## EXECUTIVE SUMMARY

# Why Use an Executive Search Firm For Strategic Talent Acquisition

In today's competitive business landscape, attracting top-tier talent is crucial for organizational success. Companies are constantly seeking ways to streamline their talent acquisition processes, ensuring they find the best candidates who align with their strategic goals. One effective approach that continues to reap results is engaging with an executive search firm. In **Hunt Scanlon Media's** 2024 Select Guide, we will explore the reasons why companies choose to partner with executive search firms for strategic talent acquisition, and the benefits this brings to the recruitment process.

Whether it's through access to broader, more diverse talent, the industry-specific expertise recruiters have, or even a more streamlined process, executive recruiters are a valuable asset! Learn more about the benefits of using an executive search firm from experts in the industry!



## Enhanced Access to High-Caliber Candidates

One of the primary reasons companies turn to executive search firms is to gain access to a pool of high-caliber candidates that may not be actively seeking new opportunities. Executive search firms specialize in identifying, attracting, and evaluating top talent within specific industries or sectors. Their extensive networks and industry knowledge allow them to identify candidates who possess the skills, experience, and cultural fit required for executive-level positions. By leveraging their expertise, companies can tap into a broader talent pool and increase the likelihood of securing exceptional candidates.

“The most successful executives are generally not actively looking, and the companies for which they work deploy strategies to retain their star performers,” explained Bill O’Callaghan, partner at **Signium**.

“Reaching the most qualified executives requires great story telling and persistence. The best executive recruiters are able to articulate their clients’ stories in a way that makes star candidates feel like the job is the next mountain they need to climb. Long-tenured recruiters have spent years building their reputations and relationships with these top performers, so that we know who the stars are; and those stars know it is worth a few minutes of their time to hear what we have to say.”

“When companies need highly skilled professionals with specific expertise to fill important positions, they often work with firms like ours to connect with individuals who are not actively looking for new opportunities,” said Sheila Greco, CEO of **SGA Talent**. “They expect us to find top-quality professionals and introduce them to the job opening. For over 30 years, companies have come to us to gain access to passive candidates, because we follow a research-based recruiting process that uses data to build a targeted pool of talented individuals

and uncover hidden talent within a list of specific companies.”

“Our efforts avoid relying on outdated information or mining social media, instead prioritizing telephone communication as part of the process,” Ms. Greco continues. “The objective is to create a list of potential candidates for our recruiters to connect with, engage with, and present the job opportunity to. Our mission is to elicit responses and engage in meaningful conversations with high-quality professionals, resulting in a positive response to the presented opportunity. These efforts have proven successful in identifying individuals who may have been overlooked, unnoticed, or not contacted because they didn’t respond to a job posting.”

“When it comes to finding the right leader for your organization, the importance of engaging an experienced executive search firm cannot be overstated,” said Shawn Cole, president at **Cowen Partners**. “While it might be a rare occurrence for your organization to seek a high-level executive, executive search firms conduct these searches daily. Our years of experience allow us to tap into a pool of approximately 80 percent of qualified candidates who are not actively pursuing new job opportunities. This vast network of passive candidates extends far beyond the limits of a personal or company-specific network, offering access to individuals who might not even be on your radar.”

“Moreover, our firm’s reputation in the industry opens doors to candidates who might not otherwise consider joining your company,” Mr. Cole continued. “Our track record and established relationships make us a trusted and reliable intermediary in the job market. This level of trust is invaluable when approaching candidates who are content in their current roles but may be open to the right opportunity. One of our key strengths lies in our ability to act as matchmakers.”

“Understanding the logical progression of careers, industry trends, and the unique needs of your organization allows us to present your job opportunity in the most compelling light,” said Mr. Cole. “We go beyond the surface-level qualifications, identifying candidates who not only meet the technical requirements but also align with your company culture and long-term organization objectives.”

“Even if a company has an internal recruitment team, often they need help finding senior talent,” noted Simon Wan, chief executive of **Cornerstone International**. “The company’s own hiring team might need to be more experienced or well-connected to reach out to these top candidates. These candidates are what we call passive candidates because they’re not actively searching for new jobs. That’s where special outside groups called retained search firms come in. These firms don’t just find names; they’re also good at talking to these leaders and convincing them to consider a new job. It’s like having a special team that knows how to attract the best players for a sports team, even if those players aren’t looking to switch teams.”

“So, even though a company has its own hiring team, teaming up with a retained search group like Cornerstone is like having a secret weapon,” Mr. Wan continued. “It helps the company reach out to and hire the top leaders who might not be actively searching for jobs but could make a big difference in its continuing success locally and globally.”

“In today’s dynamic business landscape, the ability to identify and attract top-tier talent is a strategic imperative, and our expertise ensures that organizations gain a competitive edge in talent acquisition,” explained Dmitris Kleftakis, president of **AIMS International**. “We don’t merely fill positions; we curate meaningful relationship between clients and candidates. Our proactive approach allows us

to anticipate industry trends and identify emerging leaders, ensuring that our clients have access to a diverse pool of talent. This foresight is crucial in securing individuals who not only meet immediate needs but also contribute to the long-term success and sustainability of the organization.”

“What sets us apart is our commitment to understanding the unique culture and goals of each client,” Mr. Kleftakis continued. “By doing so, we ensure a precise match between candidate and company, fostering an environment where individuals thrive and organizations flourish. Our dedication to fostering lasting relationships extends beyond the recruitment process, promoting seamless integration and ongoing success for both parties.”

“Organizations should hire a search firm to maximize their chances of finding the best possible candidate to fill a key position,” said Paula Fazuli, partner at **Sage Search Partners**. “Because a change in leadership presents challenges to any organization, the assistance of a search consultant can be beneficial in many ways. For example, a search consultant will help define the needs and requirements of the position and design an inclusive search strategy. This process will help to build consensus for the profile and support for the search within the organization, at a time when employees may feel uneasy about the upcoming changes in leadership. This is especially true when searching for a successor to a long-term leader, founder, or for a newly created role, all of which have unique challenges that a search consultant like Sage Search Partners can help a client navigate.”

A consultant uses networking to publicize the position, and to build a broader, deeper and more diverse pool of candidates than could be accessed through advertising alone, according to Ms. Fazuli. “This is important in finding the best possible

candidates for any search, but it is especially useful in certain cases,” she said. “When an organization is not well known or has recently had negative publicity, a search consultant’s networking is critical to communicating positive messages about the organization to the field and to recruiting candidates who otherwise would not have applied. Throughout the search, a consultant will help to ensure that the public and private activities related to the search reflect well on the reputation of the client organization.”

### **Private Equity’s Interest in Talent**

This access to high caliber talent extends beyond accessing passive candidates; executive search partners can help clients also understand the value that the top talent they find will unlock at an organization. “Private equity has evolved – so should executive search,” explained Scott Estill, managing partner at **Lancor**. “The best search firms are able to highlight why a specific asset, that is backed by a specific private equity firm, has an advantaged position to generate a top quartile return, The missing ingredient is almost always a C-suite executive. The best search firms know where this talent resides and are able to highlight why this top executive is a bespoke key to unlock the value in an investment thesis.”

Mr. Estill notes that it is not a secret that the best executives are essential to generating top returns. “The best search professionals can consistently offer these top five percent executives a wide variety of ways to consistently monetize their experiences over decades,” he said. “It also allows these search professionals to be a trusted advisor to the best executives and the top private equity firms around the world.”

### **Diversity of Talent**

Not only does an executive search firm provide access to high caliber talent, but often also a more

diverse and broader network of talent than an internal search committee might have access too. “Executive search consultants are also innovative when thinking about new roles, often bringing an unconventional candidate to consideration, with the right skills coming from an unexpected location or background, ensuring candidates of diverse background and thought. Consultants go beyond surface-level job postings and traditional recruitment methods,” Chris Beck, president of **Caldwell Partners** notes. “They employ innovative strategies and technology, such as AI-powered candidate sourcing tools, to target and engage with potential candidates with the skills, experience, and cultural fit that align with the client’s specific needs. Through meticulous research, direct sourcing, and personalized outreach, consultants attract the attention of high-caliber candidates. Partnering with an executive search consultant also grants clients access to search teams who understand each industry intimately. Understanding the unique challenges of different industries is crucial for identifying the right candidates for executive positions. Each industry has its own intricacies, trends, and demands, and having a partner who comprehends these intricacies is vital to finding leaders who can effectively navigate and drive success within the organization.”

“Consultants go beyond surface-level knowledge. They continuously immerse themselves in industry trends, emerging technologies, evolving market dynamics and cultural shifts to stay ahead of the curve. This enables them to identify individuals with specialized knowledge and leadership skills that are in high demand within a client’s specific industry,” Mr. Beck continued. “By using their vast network, innovative strategies, and deep industry knowledge, executive search consultants can find the right candidate while also providing confidentiality

and discretion for both the client and the candidate throughout the search process.”

“We recognize the benefit of our clients’ investment in engaging a search firm to assist with strategic talent acquisition, where recruitment may have traditionally taken place through existing networks, nominations, and public advertising,” noted Erik Jackson, U.S. managing partner and Dr. Gordon Lobay, regional managing partner, Americas, at **Perrett Laver**. “Investing in this can have an enormously positive impact on the diversity and quality of candidates for consideration. The opportunity for candidates to liaise with a well informed and trusted third party can be decisive in their willingness to engage with a particular appointment process and allow them to enjoy the liberty to fully explore a possible move in a confidential manner.”

### **Time and Resource Efficiency in Recruitment**

Recruiting top executives is a time-consuming process that requires careful evaluation, thorough screening, and comprehensive assessments. Engaging with an executive search firm significantly reduces the burden on internal HR teams, allowing them to focus on other critical areas of talent management. Executive search firms conduct the initial screening, verify qualifications, and assess candidates against specific criteria, saving valuable time and resources for the hiring company. This efficiency streamlines the recruitment process and ensures that only the most qualified candidates are presented for consideration.

“The use of the right executive search firm will ensure you’ve aligned your stakeholders around culture fit and performance expectations, and that you’re reaching the best talent available in the market, particularly those who are head down and happy, doing a great job for your competitor,” said Rob Andrews, chairman and CEO of **Allen Austin**. “The

right executive search firm will cast a wide net, present your opportunity correctly, vet candidates carefully against your criteria, conduct 360-degree reference audits and bring top performers, ideally suited to your firm to the table. They will guide you skillfully through negotiations, logistics and onboarding. Dollars invested with the right search firm will result in many times the return on investment.”

“When it comes to hiring critical talent that will have a lasting positive impact on your culture and company success, retained search the most effective investment,” Jon Sarn, founding partner at **Kingsley Sarn**, explained. “They have the expertise necessary to advise your business on identifying and recruiting the critical talent experiences, competencies, and leadership traits needed to achieve, and exceed, your long-term goals and objectives in a manner that honors your values and culture – mitigating the inherent risk that comes with any new hire, An open position requires other team members to increase their workload which can result in diminished focus (missed deadlines) and lead to low employee engagement. As a leader, you have to be smart about your investments, and employees who are mismanaged, overworked, and/or required to take on work will burn out, potentially costing you the price of two employees, rather than one.”

“By working with an external partner, you are engaging an expert whose only focus is to source, identify, assess, and ultimately place the best hire in as short a time as possible,” Mr. Sarn said. “This not only reduces the risk of missed goals, but also alleviates burnout and mitigates turnover. Staffing costs are the single largest expense item at many companies – and the cost of a mis-hire can be damaging to your bottom line,” Mr. Sarn continued. “An executive search partner will own most of the responsibilities while ensuring you are only

interviewing fully vetted and qualified candidates. At Kinsley Sarn, we guarantee our placements for one year and we include transition services during the new hire's first year that also involves a 360 assessment."

"The impact of an executive search firm can be transformational in a company's organizational success, specifically strategic leadership advancement, resource optimization, time freedom, and turnover mitigation," noted Mary Clare, principal at **Princeton Legal Search Group**. "Our executive search expertise provides a distinct advantage by kickstarting the executive-level recruiting process. With a keen understanding of compensation trends and industry intricacies, coupled with our robust network and access to top-tier talent, we offer a competitive advantage in the race for talent. This accelerates decision-making discussions and leapfrogs the recruiting pipeline development, ensuring swift and informed engagements with sought-after high-performing talent."

"Acknowledging that executive-level search isn't your core focus, partnering with an executive search firm liberates valuable time, team, and company resources, according to Ms. Clare. "As you propel the organization forward, we navigate the complexities of confidential candidate identification, aligning precisely with your organizational, cultural, and executive team requirements," she said. "Executive search mitigates the risk of talent acquisition missteps, safeguarding your corporate reputation through a meticulous and specialized recruitment process. Building an executive-level pipeline of unique legal talent requires care, time, and many years of relationship building. Is it an effective ROI to develop your executive-level recruiting process for one, albeit critical, hire?" Ms. Clare notes that an estimated 30 percent (or more) cost of turnover in executive compensation becomes

a non-issue under our precise guidance. "By thoroughly assessing executive team requirements, professional styles, and cultural fit, we ensure a seamless alignment of functional competency, mitigating turnover risks by 'getting it right the first time," she said.

"Executive search firms have extensive networks and save internal talent acquisition teams a ton of time that would otherwise be spent on extensive sourcing," says Phil Brakewell, VP, executive search, **WilsonHCG**. "And the quicker executive search talent team is placed, the quicker the impact on the business making the hire. Executive search firms have access to real-time talent intelligence, which helps them to identify diverse executive talent at speed. Talent intelligence also allows for more accurate compensation benchmarking, ensuring offers made are as competitive as possible."

"Because executive search firms typically take on the entire recruitment process from sourcing to onboarding, internal teams can focus on other strategic talent initiatives," Mr. Brakewell continued. "With access to vast amounts of salary data and the significant expertise in negotiation that executive search firms have, the negotiation, offer and acceptance process is as efficient and accurate as possible. This ensures a much faster hiring process and exemplary candidate experience."

### **Industry-Specific Knowledge and Expertise**

Executive search firms bring a wealth of industry-specific knowledge and expertise to the recruitment process. They understand the intricacies of different sectors, including market trends, competitive landscapes, and the unique challenges faced by organizations within those industries. This specialized knowledge enables them to identify candidates with the relevant skills and experience required for executive roles. By partnering with an executive

search firm, companies benefit from their deep understanding of the industry, ensuring a seamless alignment between talent and strategic objectives.

“Firms that are exclusively focused on a particular industry are charged with maintaining deep knowledge on a macro level of all that is taking place within that industry, including company financing, M&A activities, restructuring, new company formations, and key strategic initiatives,” said Steve Hochberg, CEO at **Caliber Associates**. “Firms that are laser focused on one domain provide substantial contributions to their clients. An industry-focused search professional will have their handle on key players in multiple functional areas of the sector. Typically, they will be able to represent a client in the marketplace and be in the best position to truly evaluate and assess talent and identify key leaders.”

The complete engagement and focus in an industry sector can provide clients with much broader value than just the execution of a search, according to Mr. Hochberg. For example, he explains that an industry expert should be capable of understanding new technological initiatives and innovations, critical market intelligence, and identifying strategic directions that client competitors are moving in. “By sharing that industry knowledge, the strategic leaders will build up a level of trust and confidence in their search partner,” Mr. Hochberg said. “They will rely on that partner in a more strategic fashion and can benefit from a deeper understanding of trends that are taking place,” Mr. Hochberg continued. “An industry focused perspective will also enable recruiters to be key conduits as clients entertain the pursuit of new initiatives within their sector. In today’s competitive market, clients should expect and require their search partners to provide more than just a transactional approach to a particular project and should utilize them as a strategic partner with first line access to the marketplace.”

“Industry-specific knowledge is an asset to any search, particularly when it comes to mission-driven organizations” said Tracy McMillan, CEO & managing partner and Christie Angel, managing partner at **Broadview Talent**. “The unique nuances of nonprofit work require specialized understanding to help organizations navigate recruiting individuals who will operate within a broader social mission while serving diverse communities with unique needs. In turn, these organizations must understand the rigor, time, effort and partnership required to make the search a success. For instance, effective board governance plays a key role. Boards of directors at mission-aligned organizations must take a good, hard look at the needs of their organization today and into the future. This means identifying what the new member of the executive team must tackle to move the needle. It entails being objective, fair and open minded about the challenges their organization faces. In particular, assessing the organization’s weaknesses, opportunities and threats (WOT) can provide guidance on the must-have competencies, characteristics, skills and attributes sought.”

While conducting the search, it’s also important for nonprofits to identify a diverse pool of qualified candidates who reflect the organization’s mission, vision and communities served, according to Ms. McMillan and Ms. Angel continued. “The most dynamic and responsive nonprofit organizations have come to realize that building and maintaining trust with the communities they serve starts by recruiting executive leadership that mirrors their demographics,” they said. “This approach is rooted in understanding that leaders who reflect the community’s diverse backgrounds, perspectives, and experiences tend to foster deeper connections and understanding. Partnering with a firm that focuses on diversity, equity and inclusion can be a powerful catalyst for uplifting these mission-driven organizations.”

“Working with an executive recruitment team that has a deep understanding of your industry, your organization, and the role that you are looking to fill is a game changer, especially when it comes to recruiting top senior level leaders,” noted Jennifer Dunlap, president and CEO at **DRiWaterstone**. “Our team of search professionals, come from the nonprofit or social impact space themselves, and are able to leverage that robust, collective experience – offering clients unparalleled expertise, and a second-to-none network that spans the industry. Engaging with a team that has industry-specific experience means that as a client you have access to candidates that firms outside the industry wouldn’t be able to find, and you’ll benefit from insight and advice that is specific to the challenges and opportunities unique to your sector. We’ve also developed interviewing techniques for specific positions within the sector that have been proven to help identify the knowledge and skills needed by candidates – whether it’s for a CEO or a fundraiser.”

Ms. Dunlap also explains that industry-specific experience and knowledge also helps with understanding trends (including the hiring market and salary benchmarks) that can be crucial to finding the best talent. **SRIWaterstone** can use that insight to help prepare candidates for a role in the sector as well. “We know what it takes to succeed and be sustainable in the non-profit space – what organizational structure can help our clients achieve their vision,” she said. “We also understand the impact that a bad hire can have on a nonprofit or social impact organization’s ability to achieve their mission. It’s why we are committed to helping our clients find the best possible purpose and mission-driven leaders – not just the best leaders who are currently available.”

“Position-specific knowledge and expertise plays a pivotal role in the successful recruitment of key

executive positions,” said Gary Erickson, managing partner of **Executive Search Partners**. “Unlike general recruitment firms, executive recruiters with position specific expertise possess a nuanced understanding of the unique challenges, trends, and intricacies within a career discipline. This specialized knowledge allows them to tailor their search criteria to identify candidates with the precise skills, experience, and cultural fit required for executive roles. Moreover, executive recruiters can navigate the industry landscape with a discerning eye, recognizing leadership potential and staying abreast of emerging talent. This targeted approach not only expedites the identification of suitable candidates but also ensures a more effective evaluation process, ultimately leading to the selection of executives who can seamlessly integrate into the specific demands of the industry and contribute meaningfully to the organization’s success.”

“Our approach to executive search goes beyond mere recruitment based on a client’s job description; it revolves around building trusted client partnerships and designing impactful leadership roles within organizations,” explained Bob Clarke, chairman at the companies of **MPI – Furst Group, NuBrick Partners, and Salveson Stetson Group**. “Our deep understanding of both the operational and strategic aspects of our clients, combined with our industry know-how, enables us to enhance the attractiveness of specific positions. We achieve this through various means, including compensation benchmarking, defining reporting relationships, shaping the role’s scope, and ensuring accurate titling, among other considerations.”

“The ability to swiftly identify relevant sectors and organizations for recruitment is greatly influenced by Furst Group’s industry-specific knowledge,” he says. “This proficiency also extends to our effectiveness

in engaging with leaders who may not be actively seeking new opportunities. Being able to clearly articulate the needs of our clients and match those to the experiences of potential candidates is enriched by having worked in the healthcare industry for more than four decades. Our team is fluent in the language of the healthcare industry, allowing for a true understanding of our client's unique needs and communicating expectations to potential candidates effectively."

"This not only streamlines the hiring process but also fosters long-lasting client relationships," Mr. Clarke said. "We specialize in finding the best-fit talent, ensuring sustained success for leaders and organizations in the ever-evolving healthcare landscape. With a focus on industry-specific insight and strategic partnership, Furst Group continues to excel in creating long-lasting client relationships."

"An important benefit of industry specific immersion is the insight we can lend to clients and candidates as they anticipate where the industry is going," said Dixon Smith, managing principal of **O'Connell Group**. "Think of it as "skating ahead of the puck" in terms of the skills and experience companies need to continue to stay ahead of the competition, grow revenue and improve their bottom line. For private-equity investors, it's vital to have an established relationship with an executive search firm that can quickly produce the right leaders and build effective teams. They can't rely on the status quo. They need to rapidly build a leadership team to produce quick wins and prove to their investors that the company is being led by people who will take the organization to the next level."

Very often, the best leaders to take an organization to the next level are off the radar, according to Mr. Smith. "They're busy being successful, and not actively looking to make a change," he said. "Years

of experience and a deep network provide visibility beneath the surface of the talent pool. By knowing the motivations and career aspirations of so-called passive candidates, firms with industry-specific focus can produce a slate of A candidates quickly and confidentially."

### **Confidentiality and Specialized Approach**

Confidentiality is often a critical concern when recruiting for key executive positions. Executive search firms offer a discreet and confidential approach to talent acquisition, safeguarding sensitive information throughout the process. This ensures that candidates' identities and companies' intentions remain confidential until a suitable match is identified. The specialized approach of executive search firms allows for targeted and personalized assessments, resulting in the identification of candidates who possess the necessary qualifications and cultural fit.

"About 50 percent of the searches we conduct are confidential at least until we get to the point of settling on a short list," said Bill O'Callaghan, partner at Signium. "Keeping a search confidential allows our clients to thoughtfully explore whether the external talent that is interested and available is actually better than their internal candidates, and they can do that without disruption to the organization. It also allows clients to start searching for talent as soon as they identify a possible need or sense that a key executive may be a flight risk. It's like any relationship, the foundation of the relationship is trust; candidates will be patient and participate in confidential searches when they trust the recruiter."

"In addition to knowing how to approach potential candidates, an executive search firm with many years of experience will also be quite skilled at holding the early-stage confidential discussions that must be held with such candidates – they will know precisely what to say, and how to say it," noted president &



CEO, Karen Swystun, and chief operating officer, Fred Loewen of **Waterford Global**. “The confidence arising from the firm’s possession of this skill will often be sensed by a potential candidate and give rise to the candidate becoming confident that they can place their trust in the search firm. If the firm has a reputation for standing behind their word and carrying themselves professionally, candidates will usually feel comfortable opening up to them and expressing their honest opinions about the opportunity that they have been asked to consider.”

Ms. Swystun says that there is a further, ancillary benefit that arises from employing a search firm. When have early discussions with potential candidates, the presence of the search firm as an “intermediary” between the employer and the candidate can give rise to an environment where the candidate will feel comfortable discussing things with the search firm that they would not be comfortable discussing directly with the employer, particularly when the new potential employer is a competitor of the candidate’s current employer. “Retaining an executive search firm who can reach out confidentially on your behalf to potential candidates can give you access to many high-quality candidates who would not be willing to speak with you directly – once again, expanding your reach,” she said.

“Confidentiality is paramount in every executive search we conduct,” said Sally Stetson, co-founder and managing partner of **Salveson Stetson Group**. “When a high-level position becomes vacant or is about to be created, it can lead to uncertainty and speculation both within and outside the organization. By maintaining confidentiality, we can help manage this potential disruption, ensuring the recruitment process does not impact the organization’s daily operations or its reputation in the market. Confidentiality also protects candidates. It allows

them to explore the opportunity without risking their existing position. Additionally, it helps to manage the timing of critical communication with internal teams and potential candidates within the client organization.”

“Institutions conducting their own searches often have difficulty identifying and attracting two elusive groups of prospective candidates: those who are unaware of the opportunity, whom we reach through targeted research and sourcing; and those individuals who are aware, but will not apply or accept nominations due to concern about confidentiality,” said Paul Doeg, president and COO of **RH Perry & Associates**. “Often, search committees and board members simply do not have the time nor the contacts to conduct a thorough search on their own. This is the very essence, the *raison d’être* for partnering with an executive search firm. Our expertise enables us to find strong prospects who would not otherwise become candidates.”

To build the candidate pool, RH Perry & Associates designs and implements a nationwide, all-inclusive sourcing initiative to identify outstanding prospects and make potential candidates aware of the client’s opportunity and mission. “In addition, we communicate the opportunity to sitting presidents and senior academic administrators, as well as senior leadership within the appropriate associations, consortiums, and organizations,” said Mr. Doeg. “This network gives us access to a pool of highly qualified candidates who potentially bring the skills, experience, and appropriate fit for the client. Recognizing that proactive initiatives are necessary to identify and recruit candidates who are underrepresented in higher education leadership, it is critical to contact individuals from those communities with whom we have worked, or assisted in placing as presidents and senior level administrators. This

purpose is two-fold: to identify individuals for current search assignments; and to identify new and strategic sourcing, identification, and recruitment efforts.”

### Transparency in the Process

“Working with a retained search firm provides clients with the highest integrity and commitment that creates a long-lasting relationship by becoming their trusted advisor,” said Jon Gordon, managing partner of **Sheer Velocity**. “Transparency with momentum is essential for a successful search. Therefore, taking time at the front end of each search to truly understand a client’s organizational needs is critical for success. With that information in hand, plus weekly update calls, executive search firms become more focused, efficient, and effective in finding candidates who can help grow and impact their clients’ business.”

“Having an independent party bridging the gap between parties will generally lead to a more successful outcome, including not having any bias in the recruitment process,” Mr. Gordon said. “At Sheer Velocity and likely most other retained search firms, we utilize assessments with each search, ensuring the highest level of detail when placing candidates. Taking such a structured and detailed approach takes time but yields the results our clients seek when retaining us.”

### Advantage of Boutique Search Firms

While larger search firms may have a broader reach, boutique search firms offer unique advantages for executive searches. With a narrower focus, they often possess a deeper understanding of specific industries and maintain extensive networks within those sectors. This specialized expertise enables boutique search firms to provide highly tailored and targeted solutions, ensuring a higher success rate in executive placements. Companies benefit from the

personalized attention, customized search strategies, and dedicated support that boutique search firms offer.

“Boutique executive search firms stand out for their bespoke approach and specialized expertise, which often leads to more successful outcomes compared to larger, generalist firms,” noted Robert Barker, managing partner at **Barker Gilmore**. “Their niche focus enables them to delve deeply into specific functional areas and industries, equipping them with the ability to pinpoint candidates who possess the necessary skills, experience, and cultural alignment for high-level executive roles more accurately and efficiently. The personalized attention these boutique firms offer is another cornerstone of their effectiveness. Clients engage directly with seasoned search consultants, gaining access to valuable industry insights and strategic advice. This custom-tailored approach ensures the search aligns seamlessly with the client’s organizational culture and strategic objectives.”

These firms are also valued for their collaborative and nimble nature, according to Mr. Barker.

“Streamlined decision-making and direct communication channels foster a closer, more effective partnership with clients,” he said. “Such agility allows for swift modifications to the search strategy, adapting promptly to the evolving needs of the client. An additional advantage of boutique firms is their prowess in attracting diverse slates of elite candidates. Their long-standing relationships within their niche markets mean they have direct lines to top talent, who are more likely to respond to their outreach. Finally, boutique firms typically offer greater value. Larger firms often carry additional layers of management and overhead costs, which are passed on to the client in the form of higher fees and unnecessary service charges. In contrast, with their

leaner structures, boutique firms can provide higher-quality services at more competitive rates.”

“Boutique search firms excel at forging deep relationships and building trust with clients and candidates and tend to take on less searches at one time offering unparalleled service with a business model that incorporates domain expertise, deep industry networks and a customized approach,” says Lisa Wolf, president and CEO of **Wolf Search Solutions**. “With a tightly dedicated team and a mission-critical approach, these firms reduce redundancy, internal conflicts and reliance on the stable of candidates typical in big global search firms. They are also positioned to be more agile and tend to have more transparent and open communications with their clients and candidate which reduces surprises during the search process.”

“Being a national boutique firm allows for a much more intimate connectivity between our senior consultants and our clients,” said Bill Funk, president of **R. William Funk**. “Our senior consultants work every aspect of the search, so the flow of information runs directly to and through them, and they are always up to date on what’s happening with the search. This allows us to have a sincere focus on our clients’ searches and their needs.”

“Boutiques offer personalized and customized service tailored to specific needs: We collaborate with a limited number of clients at a time, ensuring a personalized and attentive level of service,” noted Nadia Caira and Morgan Ruskin, managing partners at **Beacon Talent Group**. “Partners are actively engaged in every phase of the search process, from inception to completion. Our reputation is built on delivering a high-touch, white-glove service to clients and candidates. We demonstrate flexibility in every search to meet our clients’ individual needs. This customized approach generates quicker results and

ensures an exceptionally thorough search process without compromising the quality of service. This high level of flexibility often leads to a more efficient and customized search process.”

“We invest significant time in engaging with clients and candidates to truly understand their functional expertise,” they said. “This approach ensures that our clients and candidates consistently enjoy a highly positive experience; the majority of our business originates from repeat clients. As trained executive coaches, we commit a considerable amount of time, if desired by the candidates, assisting them in preparation and guiding them through the search process. Our objective is to ensure they are well-equipped with the necessary tools to evaluate decisions and present themselves at their best.”

“We are also known for our nimble and agile approach, consistently delivering quick search results,” Ms. Caira and Ms. Ruskin continued. “We can efficiently respond to changes and challenges and adopt new search strategies as needed. Our partners actively participate in every phase of the search process, enabling us to understand market dynamics from the outset. We place the utmost importance on fostering a strong client-candidate relationship, embracing flexibility and agility through the search process. These core principles contribute to delivering a premium service that consistently meets the high standards expected by our clients.”

“Boutique executive search firms are uniquely qualified to meet the talent acquisition needs of privately-owned, middle market companies,” said Beth Sweeney, president of **Ratliff & Taylor**. “They must be laser-focused on the client’s culture and carefully identify candidates whose personalities and work styles fit squarely within the confines of that culture. Middle market clients often want leaders from large cap companies who can introduce learnings

and experiences from bigger organizations. In these situations, it is imperative that the boutique firm identify executives who can bring their best learnings but leave behind those aspects of a large organization that could weigh down a smaller company. The candidate must also be someone who appreciates the need to introduce new concepts and methodologies in manageable bites.”

When conducting a search for a middle market client, it is critical you get it right the first time and every time, according to Ms. Sweeney. “There is no margin for error,” she said. “Selecting the wrong executive for a large corporation is painful. However, it can take years for a middle market company to recover from a bad hiring decision. Hiring managers in middle market companies are often not as experienced in the hiring process and lean more heavily on the guidance of their search partner. Boutique search firms have the ability to tailor their services to address these unique needs of middle market clients. Their size, coupled with the fact they typically aren’t conducting hundreds of engagements at one time, gives them great agility.”

“We utilize an evidence-based engagement & search process that identifies, evaluates, and qualifies talent to meet our partner’s strategic objectives,” said Mike Hartz, president and CEO at **Hartz Search**. “Our executive search consultants work in a team-based, collaborative environment, leveraging their unique skills for real-time problem-solving. We stand apart in finding the best people swiftly and consistently. We connect clients and candidates with the common goal of improving the industries we serve. Our team understands every client’s unique challenges with each search – we recruit executive leaders who deliver on our client’s goals and provide them a competitive edge while positively impacting the organizations and communities they serve.”

Beyond providing the best talent, Mr. Hartz explains that boutique firms effectively understand the market trends to help our clients achieve their strategic goals. “Whatever our client’s organization’s needs – permanent talent, stability during leadership transitions, or creative solutions to develop their rising talent – our skilled resources are an asset,” he said. “We further differentiate ourselves from larger search firms by conducting key family member interviews, presenting diverse candidates with every search, evidence-based approach, and industry-leading placement guarantees of 18 and 24 months.”

There are four key factors differentiating boutique search firms: Agility, speed, attention to detail, and value versus larger, more general firms, according to Thomas Aprill global managing partner at **Level 5 Partners**. “Change is hard, and humans are designed for repetitive tasks,” he said. “This is also true when you are required to select a new partner. Let’s examine why leaders choose the same partners. 1.) They placed me, 2.) The C suite likes them, 3.) We have an MSA, 4.) I like the recruiter, or 5.) This search is a senior position, and a boutique firm does not have the required skills. But have you stopped to consider the facts of today’s fast-paced markets? Boutique firms have the advantage of implementing the latest CRM technologies with client analytics faster and at a fraction of the cost of traditional firms. They are not burdened with infrastructure, brick and mortar, and high-rise rents that are a liability that can’t be shed.”

“Boutique firms have capitalized on the fallout of a virtual work environment unshackled from the mandated downtown office work habits, and today, they have soared into the 21st century, unencumbered with costs that must be passed on,” said Mr. Aprill. “Progressive boutique firms realize that the candidates themselves are a commodity, and a successful placement does not stop on day one.”

Boutique firms deliver a consulting approach to each search and spend more time one-on-one with the client to understand the culture, the leaders, and what long-term success is. Boutique firms consult, develop stronger relationships, use the latest technologies, and reduce the legacy fees that traditional firms cannot escape.”

“Our top-to-bottom approach offers our clients extraordinary attention to detail,” said Rick Mohrman, vice president of **Brook Chase Associates**. “The chairman and CEO is involved in every search along with a senior executive recruiter and recruiting team. Your search won’t get lost in the shuffle. Ours is a strategic, not transactional, relationship with the hiring manager and human resources, the ‘search committee’. You wouldn’t go to a general practitioner if you have a medical condition that requires a specialist. In the same way, you want to work with a recruiting firm that has extensive experience and relationships within your industry. We know the players, the people, the markets and the structures and functions of companies in our industry.”

“You want a search team who understands your culture, major players and unique needs,” Mr. Mohrman says. “The boutique business model enables us to understand these aspects of your organization and use them to conduct the search. The senior recruiter who handles the engagement directly is then best positioned to present your opportunity, provide value-added insight on your industry, market, and the role, and to vet candidates.”

“Boutique firms, including ours, often function as an extension of the client’s team, providing a level of engagement and understanding similar to an in-house human capital resource,” noted Frank Scarpelli, managing partner at **Hirewerx**. “The distinctive aspect of working with boutique firms is the direct involvement of their principals or partners. This hands-

on approach ensures that the expertise steering the search is deeply integrated into the process, tailored to each client’s unique needs and culture. This personal touch, common in firms like ours, often makes a pivotal difference in finding the right match. Speed and agility are crucial, especially in private equity, where the pace is fast and the stakes are high. Boutique firms are typically structured to respond swiftly to these demands and can pivot on a dime. Their size and focus enable quicker mobilization of resources and networks, aligning with the tight timelines that private equity investments often require.”

Continuous cultivation of a diverse talent pool is a hallmark of boutique retained search firms, according to Mr. Scarpelli. “This proactive approach to building relationships with potential candidates extends beyond the limitations of the traditional networks of internal stakeholders, offering clients access to a broader spectrum of talent,” he said. “It’s not just about finding someone with the right skills; it’s about finding someone who strategically fits into the company’s future vision and ensures the hire can take you where you need to go in three to five years, not just manage where you are today.”

“We offer unique tools like an organizational chart app and a DEI visualization tool, reflecting a commitment to staying ahead in product innovation,” said Sasha Jensen, CEO of **Jensen Partners**. “These tools, along with bespoke data packets, provide clients with actionable intelligence, offering insights that go beyond the typical scope of executive search firms. Our success is underpinned by our ability to not just understand the market but to anticipate its needs. We build partnerships with clients, leveraging our niche expertise to drive success in the complex world of alternative asset management.”

“Boutique search firms tend to focus on a limited number of clients, and offer a more tailored approach,

something more people are looking for in this post-pandemic world where people have a newfound appreciation for connection and empathy,” said Maeve Clifford, managing partner at **Pearl Street Collective**. “This customized approach and total investment ensures a more thorough understanding of the client’s culture, values, and strategic goals. Boutique search consultants also have more freedom to spend meaningful time with individual candidates, helping them understand and evaluate an opportunity as well as their own motivations and career goals, which makes for a more affirming experience all around—and an ideal introduction to the hiring organization.

While larger search firms boast high volumes of completed searches, they struggle with making personal connections, which is tough if you’re in the people business in 2024, according to Ms. Clifford. “They often must answer to stakeholders who have a constant eye on the bottom line, and their financial success hinges on the ability to employ a quick, boilerplate approach to the work. Candidates want to be treated with dignity and respect, and they want reassurances that the organizations with which they engage operate with transparency, integrity, and fairness. Clients seek a better, more personalized customer experience, and want to know that their search firm did its due diligence to find the best hire.”

“We don’t rely on a predefined template but rather tailor our methodologies to meet the unique requirements of each client,” noted Jennifer Silvester, CEO of **Silvester & Co.** “This adaptability is particularly vital in the dynamic landscape of executive searches, where organizational needs and market conditions can be vastly different. Like many industries, the dichotomy between large, global retained search firms and smaller, boutique specialized firms prompts a critical question for

businesses: Who should be entrusted with what might be the most pivotal hire of the year?” she asks. “Success in is not a result of a one-size-fits-all approach but rather emerges from a deep understanding of clients, adaptability, and a nuanced assessment of talent that encompasses not only technical competencies but the broader spectrum of organizational wants and needs.”

“The personalization level boutique search firms employ ensures that we are not just filling a position but finding a leader who aligns precisely with the client’s vision and ethos,” said Johnny Cooper, founder and CEO at **Cooper Coleman**. “Likewise, the industry-specific specialization of a boutique firm like ours – in the nonprofit and social impact sector – enables us to bring a depth of expertise and a network of connections germane to the acute needs of our client organizations. We are not just search consultants. We are experts within the sector and recent, former practitioners who understand the market dynamics, talent landscape, and unique challenges and opportunities within our space. This expertise allows us to identify and attract high-caliber talent who are true game-changers.”

“For a boutique firm, decision-making is streamlined, allowing us to adapt quickly to changing client needs or market conditions,” Mr. Cooper continued. “Agility is critical in the fast-paced talent marketplace, where opportunities and candidate availability shift rapidly. Perhaps most important is a boutique firms’ prioritization of long-term relationship-building as opposed to the transactional interactions common with much larger firms – our clients don’t get lost among the masses; each relationship is meaningful and significant to our business, and we make sure they understand that in every interaction. We are partners in our clients’ long-term success, and we cultivate deep trust and close collaboration. A

boutique firm's relationship-centric approach leads to more successful placements and higher client satisfaction."

"Like many boutique firms, we don't take on competing work so our clients will have hand-curated talent profiles prepared for their specific search need," said Lisa M. Buckingham, president of **Ellig Group**. "An industry standard, we continually map the global market of critical roles and closely monitor the careers and aspirations of top and emerging talent; we can identify and attract candidates who are not just qualified but also perfectly aligned with the specific needs and culture of the organization that might not be on others radar screens. Boutique firms can get embedded with key client organizations and can help with leadership advisory and search. By becoming a deep partner, you build trust and understand the culture and strategic plans of the organization."

Ms. Buckingham explains that by understanding the unique dynamics and requirements of the leadership team, a boutique firm can tailor the search to find candidates who not only meet the technical requirements of the role but also fit well within the team and the company culture. "We dig deep to learn about our clients' culture, their strategic plans and ensure we strive to identify the best and brightest," she said. "Most boutique firms have less hands-off implications because they are smaller and more focused on their core business. Boutique search firms have the opportunity to develop high-touch, partner-led relationships to identify the best talent strategies for their clients and be agile to respond to clients' needs."

"We prioritize building close, collaborative relationships with our clients, gaining an intimate understanding of their organizational culture, strategic objectives, and leadership style preferences," says Lauren LaPolice, director of marketing and

development at **RMG Group**. "This personalized engagement enables the RMG team to curate it's search strategy to align seamlessly with the client's specific needs, creating a personalized recruitment process that is attuned to the client's corporate DNA."

Ms. LaPolice notes that her firm transcends the transactional approach, investing time to truly understand our clients and candidates. "Through in-depth engagements, we delve into their goals, aspirations, and cultural tones," she said. "This commitment to relational depth positions us uniquely; we are not merely matching candidates to roles but forging partnerships that are poised for enduring success – both in terms of skill alignment and cultural cohesion. Which has helped us to build our deep talent pool over the years. Our focus on decades-long expertise, calibrated precision, and relationship-driven practices sets us apart. We are not just a search firm; we are creators of lasting, collaborative partnerships, ensuring that every placement is not just a transaction but a strategic alignment of talent and corporate vision."

"Our role transcends the mere fulfillment of vacant positions," explained Rich Rosen, managing partner at **Cornerstone Search**. "We establish enduring partnerships, offering insights and counsel that extend well beyond the confines of the recruitment process. Our dedication to advocating for our clients' best interests is steadfast, ensuring each placement not only fulfills the requisite functional role but also harmonizes with the organization's overarching vision and ethos. In an epoch where exemplary leadership is not merely an asset but a necessity, an executive search firm is an indispensable ally. We bring to the table an unparalleled combination of expertise, connectivity, and a commitment to excellence. This ensures that our clients not only address their leadership needs but do so with individuals who are

poised to steer their business towards new zeniths.”

“We view ourselves as an extension of their organizations and take the time to understand their unique culture and stories,” said Mary Gay Townsend, managing partner at **Norgay Partners**. “Our client’s success is our success, and we are committed to delivering results with excellence. We analyze each role to determine the most relevant candidate. As a team, we are dedicated to not only supporting our clients but ensuring a successful long-term hire. Our clients choose Norgay to be their search partner because they trust us with their most valuable asset: their people.”

“Collaborating with a search firm like **Daversa Partners** provides a company with immediate access to a global network of high-impact executives, and a gateway to the one percent of individuals poised to drive unparalleled results,” said Maryanne Martire, partner at Daversa Partners. “Our firm is comprised of industry specialists who possess deep expertise

across various verticals, ensuring we can find the ideal fit for any role, no matter how unique or niche. In today’s fast-paced environment, such a partnership saves companies precious time and resources, allowing them to concentrate on their core business operations while the talent acquisition process is managed by experts. In short, partnering with an executive search firm is a strategic move towards achieving long-term success, regardless of stage.”

Engaging with an executive search firm brings numerous benefits to the recruitment process, including enhanced access to high-caliber candidates, time and resource efficiency, industry-specific knowledge, confidentiality, and a specialized approach. Whether partnering with a large search firm or a boutique firm, companies can leverage the expertise and networks of executive search professionals to secure top talent that aligns with their strategic objectives. By utilizing the services of an executive search firm, companies gain a competitive edge in the pursuit of exceptional executive talent.



# **EXECUTIVE SEARCH FIRMS**

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**20/20 FORESIGHT**  
EXECUTIVE SEARCH

<p>Location</p> <p>333 W. Wacker Drive, Suite 2075, Chicago, IL www.2020-4.com (312) 535-0075 www.linkedin.com/company/20-20-foresight/</p>	<p>Leading Principals</p> <p>Bob Cavoto, Co-Chairman &amp; Chief Executive Officer; Stephanie Cook, Co-Chairman &amp; Chief Administrative Officer; Robert Peck, President; Reid Behrens, Managing Principal</p>		
<p>Year Established</p> <p>1994</p>	<p>Estimated Revenue</p> <p>\$27.5m</p>		
<p>Number of Recruiters</p> <p>54</p>	<p>Number of Offices</p> <p>14</p>		
<p>Lowest Salary Handled, Average Salary Handled (\$150,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>Global</p>		
<p>Professional Memberships</p> <p>Urban Land Institute, ICSC, NAIOP, CoroNet</p>	<p>Fee Procedure</p> <p>We are a hybrid-retainer search firm. This means we ask for a small retainer to begin our search efforts (which is applied against the total fee), and the remainder of the fee is only due when our client has secured the ideal candidate and has made the hire.</p>		
<p>Off-Limits Policy</p> <p>We do not recruit from any existing or past clients under any circumstances.</p>	<p>Average Time to Completion on Assignments</p> <p>45-90 days</p>		
<p>Industry Focus</p> <p>Real Estate Financial Services Professional Services</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td> <p>All functions including:</p> <p>C-Suite Accounting Finance DE&amp;I Marketing Consulting HR Legal Operations</p> </td> <td> <p>Sales Acquisitions Dispositions &amp; Leasing Asset Management Business Development Capital Markets Development &amp; Construction Program/Project Management Property Management</p> </td> </tr> </table>	<p>All functions including:</p> <p>C-Suite Accounting Finance DE&amp;I Marketing Consulting HR Legal Operations</p>	<p>Sales Acquisitions Dispositions &amp; Leasing Asset Management Business Development Capital Markets Development &amp; Construction Program/Project Management Property Management</p>
<p>All functions including:</p> <p>C-Suite Accounting Finance DE&amp;I Marketing Consulting HR Legal Operations</p>	<p>Sales Acquisitions Dispositions &amp; Leasing Asset Management Business Development Capital Markets Development &amp; Construction Program/Project Management Property Management</p>		
<p>Areas of Service</p> <table border="0"> <tr> <td> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching</p> </td> <td> <p>Leadership Consulting/Development Onboarding</p> </td> </tr> </table>	<p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching</p>	<p>Leadership Consulting/Development Onboarding</p>	<p>Recently Completed Assignments</p> <p>Chief Accounting Officer: Family-owned real estate management and development firm (New York, NY); Chief Operating Officer: Firm that develops, finances, and builds quality housing (Sacramento, CA); Chief Executive Officer: Real Estate development company specializing in land development projects nationwide (Dallas TX)</p>
<p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching</p>	<p>Leadership Consulting/Development Onboarding</p>		

Firm Overview

Founded in 1994, 20/20 Foresight began as a real estate-focused executive search firm and today is widely recognized as the largest real estate executive search firm in the country. Its search practice, which now also includes financial and professional services, is regularly sought out by leading organizations seeking a trusted advisor for their most important decisions. 20/20's team features career consultants who are industry experts as well as a data-driven process, a sophisticated technology platform, and the industry's best database, resulting in a 95 percent success rate in placements. 20/20 Foresight was ranked No. 11 by Forbes on its 2023 list of "America's Best Executive Recruiting Firms," marking the seventh consecutive year it has been named to this prestigious list. Beyond executive search, 20/20 Foresight also offers a variety of additional services to help clients cultivate and manage their leadership teams. These include compensation consulting, succession planning, leadership assessments, executive coaching, and board advisory services. 20/20 Foresight's comprehensive human capital solutions help clients achieve a high functioning organization in which talent, process, and structure are aligned with strategic goals.



# TALENT SOLUTIONS THAT TRANSFORM

By combining innovative technology, a data-driven approach, and expert consultants, we help our clients build high-performing leadership teams and create transformational human capital solutions.

**20/20 FORESIGHT**  
EXECUTIVE SEARCH

Experts in Real Estate, Financial Services, & Professional Services

Ranked #11 on Forbes 2023 List of  
*America's Best Executive Recruiting Firms*

2020-4.com



**ACADEMIC CAREER & EXECUTIVE SEARCH**

<p>Location</p> <p>West Hartford, CT acesrch.com (860) 740-2600 www.linkedin.com/company/academic-career-executive-search/</p>	<p>Leading Principals</p> <p>Jennifer Muller, Managing Partner</p>
<p>Year Established</p> <p>2017</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>14</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>CUPA-HR, American Council on Education Executive</p>	<p>Fee Procedure</p> <p>Roundtable</p>
<p>Off-Limits Policy</p> <p>Flat Fee</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>3 - 4 months</p> <p>Academia/Higher Education</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Executive Coaching Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>Margaret Donovan Endowed Chair for Women in Engineering Divisional Dean, School of Social Work Divisional Dean, School of Public and Populational Health Vice President for Inclusion, Diversity and Engagement Vice President of Enrollment Management Master of Science in Health Informatics Program Director</p>

Firm Overview

Academic Career & Executive Search (ACES) is dedicated exclusively to higher education institutions. Recognizing the unique challenges of the education landscape, our flexible, flat fee search services cater to any budget level, without compromising on quality. Backed by a team of strong researchers, we take pride in generating robust and diverse candidate pools, ensuring the best-fit talent for every position. We possess an unparalleled ability to reach passive candidates, granting you access to hidden talent gems. We are skilled in filling even the most challenging and niche academic, leadership, and senior staff positions. Our customer-centric approach sets us apart as our highly responsive team consistently ensures a seamless and efficient recruitment process, tailored to your specific needs. Our clients include 4-year universities, 2-year colleges, public and private institutions, R1 research universities, and liberal arts colleges.

# ACES

## ACADEMIC CAREER & EXECUTIVE SEARCH

Simplify Your  
Higher Education  
Executive Searches  
Quick, Precise, High Value Search

[GET IN TOUCH](#)

## Our Difference

**Academic Career & Executive Search (ACES) offers menu driven, ala carte search services**

Every search is different, every budget is different and one size doesn't fit all. We provide you total flexibility to tailor your search to your needs.

The result, you pay for only the services you need.

The only constant – a unique search process driven by experienced recruiters, researchers and academics guaranteed to attract the ideal candidate. We work with you until we find the right fit.

We work for both the candidate and the institution using proprietary tools to find the perfect fit. No one does search the way we do.

**Comprehensive diverse candidate sourcing strategies are integrated into every search.**



<p>Location</p> <p>1015 18th Street NW, Suite 510 Washington, D.C. academicsearch.org/ (202) 332-4049 www.linkedin.com/company/academic-search-inc/</p>	<p>Leading Principals</p> <p>L. Jay Lemons, Ph.D., President and Senior Consultant; Shawn M. Hartman, Ed.D., Senior Vice President and Chief Operating Officer; Maya Ranchod Kirkhope, Vice President, Senior Consultant, and Senior Executive Coach; Carlos N. Medina, Ed.D., Vice President of Equity and Inclusion and Senior Consultant; Steven E. Titus, J.D., Ph.D., Vice President and Executive Coaching Practice Leader</p>								
<p>Year Established</p> <p>1976</p>	<p>Estimated Revenue</p>								
<p>Number of Recruiters</p> <p>46</p>	<p>Number of Offices</p> <p>One</p>								
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$82,500, \$1,100,000)</p>	<p>Geographical Concentration</p> <p>National</p>								
<p>Professional Memberships</p> <p>AESC, American Council on Education Executive Search Roundtable</p>	<p>Fee Procedure</p> <p>3 payments over the course of the search</p>								
<p>Off-Limits Policy</p> <p>We will not directly solicit any employee of any institution for which we are currently performing a search. After the search concludes, we will extend that non-solicitation pledge for a period of 1 year.</p>	<p>Average Time to Completion on Assignments</p> <p>4.5 months</p>								
<p>Industry Focus</p> <p>Academia/Higher Education</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Finance</td> </tr> <tr> <td>Vice President</td> <td>Strategy</td> </tr> <tr> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> <td></td> </tr> <tr> <td>Operations</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Finance	Vice President	Strategy	Diversity, Equity & Inclusion (DE+I)		Operations	
C Suite/President/Managing Partner	Finance								
Vice President	Strategy								
Diversity, Equity & Inclusion (DE+I)									
Operations									
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Executive Coaching Onboarding</p>	<p>Recently Completed Assignments</p>								

Firm Overview

For nearly five decades, Academic Search has been a mission-driven organization dedicated to expanding leadership capacity at higher education institutions. We strengthen colleges and universities through the identification, recruitment, and development of leaders. Our team is composed of higher education leaders who bring a wealth of knowledge and expansive networks. Through this experience, we are uniquely positioned to understand, appreciate, and address the specific needs of each institution we partner with.

<p>Location</p> <p>1185 Avenue of the Americas, Suite 309 New York, NY www.acertitude.com/ (212) 861-0002 www.linkedin.com/company/acertitude</p>	<p>Leading Principals</p> <p>Kevin O'Neill, Co-Founder &amp; Managing Partner; Rick DeRose, Co-Founder &amp; Managing Partner; Guy Barnes, Managing Partner</p>
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p> <p>\$34M</p>
<p>Number of Recruiters</p> <p>13</p>	<p>Number of Offices</p> <p>8</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>N/A</p>	<p>Geographical Concentration</p> <p>North America, Europe, and Asia Pacific</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>\$000,000.00 Calculated as one third (33%) of estimated annual cash compensation of \$000,000 (base salary of \$000,000, plus target bonus of 000%, and any other sign-on bonus or cash allowances).</p>
<p>Off-Limits Policy</p> <p>N/A</p>	<p>Average Time to Completion on Assignments</p> <p>N/A</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Life Sciences Financial Services                  Private Equity Healthcare                              Professional Services Industrial                                 Technology</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      Human Resources Vice President                                  Diversity, Equity &amp; Inclusion (DE+I) Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Leadership Consulting/Development Succession Planning</p>	<p>Recently Completed Assignments</p>

Firm Overview

Acertitude has recently served private equity firms and portfolio companies, professional services firms, and public enterprises on executive searches related to growth, transformation, and restructuring. Recent placements include Board, CEO, CFO, Commercial Officers, Technology Officers, Operating Officers, Operating Partners and other Transformation & Restructuring executives as well as Managing Partner through Principal roles for premier professional services firms.



<p>Location</p> <p>99 Wall Street, Suite 2354 New York, NY acgresources.com (212) 566-7600 www.linkedin.com/company/249888</p>	<p>Leading Principals</p> <p>Len Adams, CEO; Matt Eidlen, Vice President; Greg Eidlen Vice President</p>
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled (\$100,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>NAPS, ASA</p>	<p>Fee Procedure</p> <p>33.3% Retainer, 33.3% on Submission, 33.3% on Start</p>
<p>Off-Limits Policy</p> <p>Clients are off limits forever</p>	<p>Average Time to Completion on Assignments</p> <p>Depends on role but an average of 4-6 weeks</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services Financial Services Legal/Compliance Professional Services</p>	<p>Functional Expertise</p>
<p>Areas of Service</p> <p>Executive Search Interim/Contingent Search</p>	<p>Recently Completed Assignments</p>

Firm Overview

Adams Consulting Group provides Retained Executive Search services to a wide range of industries, including, but not limited to Financial Services, Insurance, Real Estate, Consumer Goods, Luxury Goods, Private Equity/VC



# AGB SEARCH

<p>Location</p> <p>1666 K Street NW, Suite 1200 Washington, D.C. www.agbsearch.com (202) 776-0856 www.linkedin.com/company/agb-search-llc</p>	<p>Leading Principals</p> <p>Dr. Rod McDavis, Managing Principal &amp; CEO; Dr. Melissa Trotta, Associate Managing Principal; Dr. Kim Bobby, Principal; Ms. Monica Burton, Principal; Mr. Matthew Kilcoyne, Principal</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>38</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$175,000, \$587,500)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AGB Search is a member of the American Council on Education's Executive Search Roundtable. The firm's Associate Managing Principal, Dr. Melissa Trotta, co-chaired the Executive Search Roundtable from 2021-2023.</p>	<p>Fee Procedure</p> <p>Fees are set on either a percentage or flat fee basis, depending on the search. The fee is dependent on both the level and the scope of the position. A Client Service &amp; Support Fee, as well as direct expenses, are additional to the base fee.</p>
<p>Off-Limits Policy</p> <p>AGB Search does not actively recruit candidates we have placed for a period of three years.</p>	<p>Average Time to Completion on Assignments</p> <p>AGB Search's average time to completion is 5 months</p>
<p>Industry Focus</p> <p>Academia/Higher Education HR/Diversity Non Profit</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Middle Management Executive Search</p>
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Executive Coaching Interim/Contingent Search Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>Augustana College, Vice President for Diversity, Equity, and Inclusion; Kentucky Community &amp; Technical College, President; Texas A&amp;M Foundation, Senior Vice President for Development; University of Maryland, Vice President for Legal Affairs &amp; General Counsel; University of Nebraska Lincoln, Chancellor</p>

## Firm Overview

AGB Search specializes in providing customized executive search and leadership development services tailored to higher education institutions and related organizations. Our services include Permanent Search, Interim Search, ExecComp (compensation evaluation), Executive Coaching, and the Institute for Leadership & Governance in Higher Education. Founded by the Association of Governing Boards of Universities & Colleges (AGB) in 2010, the firm has a unique understanding of the qualifications critical for effective higher education leadership. AGB Search has conducted more than 1,100 searches at institutions ranging from small private colleges to large public institutions and research universities. At AGB Search, we are dedicated to client success. We collaborate with clients to discover each institution's distinctive needs, identify exceptional and diverse candidates, and help to find the right leader for their organization.



<b>Location</b> Global HQ: Vienna, Austria US Locations: Miami, Dallas, New Jersey/New York <a href="http://aimsinternational.com/en/">aimsinternational.com/en/</a> <a href="https://www.linkedin.com/company/aims-international-we-find&amp;grow-your-leaders">www.linkedin.com/company/aims-international-we-find&amp;grow-your-leaders</a>	<b>Leading Principals</b> Dimitris Kleftakis, Global President; Juan Crespín, Global Vice President; Cecilia Diaz Diaz, EVP Americas; Titti Hammarling, EVP EMEA; Sukwon Choi, EVP APAC
<b>Year Established</b> 1992	<b>Estimated Revenue</b> \$50m
<b>Number of Recruiters</b> 600 Partners, Consultants and Researchers globally	<b>Number of Offices</b> 80
<b>Lowest Salary Handled, Average Salary Handled</b> (\$120,000, \$200,000)	<b>Geographical Concentration</b> 50+ countries
<b>Professional Memberships</b> AESC member, UN Global Compact	<b>Fee Procedure</b> Retainer fee paid in 3 instalments
<b>Off-Limits Policy</b> 2 years from the last assignment	<b>Average Time to Completion on Assignments</b> 6 to 8 weeks
<b>Industry Focus</b> Consumer Goods & Services    HR/Diversity    Professional Services Cleantech/Sustainability    Industrial    Sports, Media & Entertainment Financial Services    Life Sciences    Technology Government    Legal/    Automotive Healthcare    Compliance	<b>Functional Expertise</b> C Suite/President/Managing Partner    Human Resources Vice President    Diversity, Equity & Inclusion (DE+I) Chief Human Resource Officer/Chief    Chief Information Security Officer/ Diversity, Equity and Inclusion Officer    Cybersecurity Legal/Compliance    Chief Information Officer
<b>Areas of Service</b> Executive Search    Leadership Consulting/Development Succession Planning    Onboarding Culture Advisory/Culture Shaping    Succession Planning Outplacement Board Services Executive Coaching	<b>Recently Completed Assignments</b>

Firm Overview

AIMS International is a Global Leadership Consultancy with a presence in 50+ countries. We deliver top notch, client focused solutions in Executive Search, Talent Management and Board Services. AIMS International is firmly rooted in each and every country where we operate and know our markets and their requirements well. At the same time, we are one global organisation: we develop multi-country integrated projects, using common processes and tools for high and consistent quality. Thanks to our 9 Global Practice Teams: Automotive, Board Services, Energy & Natural Resources, Financial & Professional Services, Consumer, Industrial, Media & Technology, Life Sciences and Talent Management, we are able to share knowledge, best practices and expertise globally. WE ARE DIFFERENT BECAUSE WE WERE BORN WORLDWIDE. REALLY.

# aims

International

GLOBAL VISION,  
LOCAL EXPERTISE  
AND SUSTAINABILITY  
**AT OUR CORE**

Board Services | Executive Search | Talent Management

[aimsinternational.com](https://aimsinternational.com)

<b>Location</b> 575 Madison Ave #1006 New York, NY <a href="http://tagsearch.com/">tagsearch.com/</a> <a href="http://www.linkedin.com/company/464914">www.linkedin.com/company/464914</a>	<b>Leading Principals</b> Jane Howze, Founder and Managing Director; John Lamar, Managing Director; Amanda Brady, Managing Director and COO
<b>Year Established</b> 1983	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 11	<b>Number of Offices</b> 6
<b>Lowest Salary Handled, Average Salary Handled</b> (\$300,000, \$650,000)	<b>Geographical Concentration</b> Primarily U.S., but also Europe
<b>Professional Memberships</b>	<b>Fee Procedure</b> Flat fee: 33.3% up front; 33.3% at 30 days; 33.3% at 60 days
<b>Off-Limits Policy</b> Client company and candidate - one year from placement	<b>Average Time to Completion on Assignments</b> 4 months
<b>Industry Focus</b> Consumer Goods & Services      Life Sciences Financial Services                  Legal/Compliance HR/Diversity                            Non Profit Industrial                                Professional Services	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search                      Leadership Consulting/Development Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching	<b>Recently Completed Assignments</b> Tractor Supply Company (NASDAQ: TSCO); The Beauty Health Company (NASDAQ:SKIN); Duckhorn Portfolio Inc (NYSE: NAPA); Prothena Corporation plc (NASDAQ: PRTA); Blueprint Medicines Corp (NASDAQ: BPMC); Geneo Truth Initiative Foundation; American Heart Association; Milken Institute; Arthritis Foundation; National Health Council

Firm Overview

Our passion—and what we have done for more than 40 years—is to recruit talent who will make a difference to our clients’ organizations, and to add value to that process with our advice, strategy and perspective. No two clients or searches are the same, and we don’t treat them that way. We know successful hires impact all facets of a business, from revenue to strategy to brand to culture. We don’t settle for the easy candidate; we seek out the right one—an approach we share with our sister firm, Alex & Red, founded in 2011 to complement our services with middle-market searches that call for high-impact, high-potential hires. At The Alexander Group, we want to be your partner for the long haul. We get to know your organization’s DNA—and not only do we learn the needs of your team, we consider ourselves a part of that team. We recruit people you want at your side in the boardroom or in the corner office. We take your success seriously, we find the right candidates, and we do it with humor and grace.

<b>Location</b> 1 Broadway, Floor 14 Cambridge, MA 02142 <a href="http://www.alexanderhughes.com">www.alexanderhughes.com</a> (312) 268-6166 <a href="http://www.linkedin.com/company/alexander-hughes">www.linkedin.com/company/alexander-hughes</a>	<b>Leading Principals</b> Julien Rozet, CEO; Maurice Rozet, Founder
<b>Year Established</b> 1957	<b>Estimated Revenue</b> \$20m
<b>Number of Recruiters</b> 139	<b>Number of Offices</b> 57
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$180,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retainer 28% salary + bonus
<b>Off-Limits Policy</b> 2 years after completion	<b>Average Time to Completion on Assignments</b> 6 weeks
<b>Industry Focus</b> Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Utilities & Services	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity CFO COO VP Sales & Marketing
<b>Areas of Service</b> Executive Search Succession Planning Board Services Executive CoachingLeadership Consulting/Development	<b>Recently Completed Assignments</b>

Firm Overview

Founded in 1957, Alexander Hughes is an international Executive Search firm advising senior management on key talent acquisition supporting their firm's success: Executive and non-executive Directors, senior managers and recognized experts. Alexander Hughes is one of the few independent European headquartered groups in Executive Search able to offer globally high level of quality and commitment to the most exacting clients. With more than 50 offices, Alexander Hughes, headquartered in Paris, has a fully owned worldwide coverage offering local expertise combined with global capabilities. The team includes 130 consultants operating in 11 practices, ranging from Financial Services and Technology to Life Sciences, Industrial Manufacturing or Consumer Markets.

<p>Location</p> <p>4801 Woodway Drive, Suite 130W Houston, TX www.allenaustin.com (713) 489-9724 www.linkedin.com/company/allenaustin360/</p>	<p>Leading Principals</p> <p>Rob Andrews, Chairman &amp; CEO; Liz Townsend, Sr. Partner Leadership Coaching and Culture Shaping; Edie Bartlett, Sr. Partner;</p>																
<p>Year Established</p> <p>1996</p>	<p>Estimated Revenue</p> <p>\$2.75m</p>																
<p>Number of Recruiters</p> <p>8</p>	<p>Number of Offices</p> <p>4</p>																
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$120,000, \$330,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Flexible based on complexity - 100% retained.</p>																
<p>Off-Limits Policy</p> <p>2 years - we never recruit an executive we've placed.</p>	<p>Average Time to Completion on Assignments</p> <p>45 business days from the point at which client signs off on our search spec and road map</p>																
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>HR/Diversity</td> </tr> <tr> <td>Architecture</td> <td>Industrial</td> </tr> <tr> <td>Engineering &amp; Construction</td> <td>Life Sciences</td> </tr> <tr> <td>Business &amp; Professional Services</td> <td>Non-Profit</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Private Equity &amp; Venture Capital</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Sports</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> </tr> <tr> <td>Government</td> <td>Media &amp; Telecommunications</td> </tr> </table>	Academia/Higher Education	HR/Diversity	Architecture	Industrial	Engineering & Construction	Life Sciences	Business & Professional Services	Non-Profit	Cleantech/Sustainability	Private Equity & Venture Capital	Consumer Goods & Services	Sports	Financial Services	Technology	Government	Media & Telecommunications	<p>Functional Expertise</p> <p>Board of Directors C Suite/President/Managing Partner Vice President</p>
Academia/Higher Education	HR/Diversity																
Architecture	Industrial																
Engineering & Construction	Life Sciences																
Business & Professional Services	Non-Profit																
Cleantech/Sustainability	Private Equity & Venture Capital																
Consumer Goods & Services	Sports																
Financial Services	Technology																
Government	Media & Telecommunications																
<p>Areas of Service</p> <table border="0"> <tr> <td>Board &amp; CEO Services</td> <td>Diversity, Equity + Inclusion</td> </tr> <tr> <td>Executive Search</td> <td>Executive Coaching</td> </tr> <tr> <td>Interim Executives &amp; Fractional Officers</td> <td>Succession Planning</td> </tr> <tr> <td>Organizational Performance</td> <td>Talent Acquisition &amp; Strategies</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td></td> </tr> </table>	Board & CEO Services	Diversity, Equity + Inclusion	Executive Search	Executive Coaching	Interim Executives & Fractional Officers	Succession Planning	Organizational Performance	Talent Acquisition & Strategies	Culture Advisory/Culture Shaping		<p>Recently Completed Assignments</p> <p>Chief Executive Officer – Worldwide Machinery; Chief Information Officer – Lexitas (Apax Partners); Chief Human Resources Officer – Allpoints Service Corporation; Chief Revenue Officer – Optum (CLS Capital); Vice President Operations – Mapco Express</p>						
Board & CEO Services	Diversity, Equity + Inclusion																
Executive Search	Executive Coaching																
Interim Executives & Fractional Officers	Succession Planning																
Organizational Performance	Talent Acquisition & Strategies																
Culture Advisory/Culture Shaping																	

Firm Overview

Allen Austin is a global management consulting firm specializing in retained executive search, leadership advisory, and interim leadership and project consulting, with partners managing client engagements from offices across North America and Europe. Allen Austin's purpose is to enhance the lives and effectiveness of our associates, clients, and leaders of the world which means you come first. Having rejected order-taking and cookie-cutter solutions and ringing our cash register at our client's expense, every retained search, leadership advisory, and board service engagement we deliver is customized and carefully crafted to add sustained value to your organization. The partners at Allen Austin have seen every engagement to fruition and execute all mission-critical phases of each assignment. In an industry that hasn't innovated in a hundred years, we've been focused on how to "do it better", whether that's focusing on high-performance cultures, ideal fit, engagement, value delivery, or retention. Our proprietary Foresight™ process, which has evolved over 27 years is the most advanced, evidence-based process of which we are aware, ensuring the best possible fit for our clients



## Consultants in Building Cultures of Peak Performance

*Industry Leading Organizations Require a Different Brand of Leadership.*



**Executive Search Services**



**Leadership Advisory Services**



**Interim Leadership & Project Consulting**

Since 1996, Allen Austin's purpose has been to enhance the lives and effectiveness of our associates, clients, and stakeholders. Our measurable results, trustworthiness, responsiveness, flexibility, and collaboration means we are laser-focused on helping our clients achieve their highest objectives.

Our consultants specialize in retained search, leadership advisory, and interim executive and project placements. Our fundamental commitment is to do the right thing for our people, our clients, and the global communities we serve.



# Amrop

<p>Location</p> <p>Rue Abbé Cuyppers 3 1040 Brussels, Belgium www.amrop.com 32 471 733 825 www.linkedin.com/company/amrop</p>	<p>Leading Principals</p> <p>Brigitte Arhold, Chief Operating Officer</p>																		
<p>Year Established</p> <p>1977</p>	<p>Estimated Revenue</p>																		
<p>Number of Recruiters</p> <p>200</p>	<p>Number of Offices</p> <p>68</p>																		
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																		
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>Retainer-based; fixed fee or percentage of total annual compensation.</p>																		
<p>Off-Limits Policy</p> <p>12 months in-country off-limits following a completed search engagement, 'evergreen' off-limits for all placed candidates. Disclosure of existing off-limits that may impact client engagements.</p>	<p>Average Time to Completion on Assignments</p>																		
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Legal/Compliance</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Non Profit</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Government</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Private Equity</td> </tr> <tr> <td>HR/Diversity</td> <td>Energy &amp; Infrastructure</td> </tr> <tr> <td>Industrial</td> <td>Transportation &amp; Shipping,</td> </tr> <tr> <td>Life Sciences</td> <td></td> </tr> </table>	Academia/Higher Education	Legal/Compliance	Consumer Goods & Services	Non Profit	Cleantech/Sustainability	Professional Services	Financial Services	Sports, Media & Entertainment	Government	Technology	Healthcare	Private Equity	HR/Diversity	Energy & Infrastructure	Industrial	Transportation & Shipping,	Life Sciences		<p>Functional Expertise</p> <p>All Functions</p>
Academia/Higher Education	Legal/Compliance																		
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<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Onboarding</td> </tr> <tr> <td>Succession Planning</td> <td>Succession Planning</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Leadership Assessment</td> </tr> <tr> <td>Board Services</td> <td>Board Assessment</td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> <tr> <td>Leadership Consulting/Development</td> <td></td> </tr> </table>	Executive Search	Onboarding	Succession Planning	Succession Planning	Diversity, Equity + Inclusion	Leadership Assessment	Board Services	Board Assessment	Executive Coaching		Leadership Consulting/Development		<p>Recently Completed Assignments</p>						
Executive Search	Onboarding																		
Succession Planning	Succession Planning																		
Diversity, Equity + Inclusion	Leadership Assessment																		
Board Services	Board Assessment																		
Executive Coaching																			
Leadership Consulting/Development																			

## Firm Overview

Amrop is a global Leadership Advisory and Executive Search partnership, helping you find and develop Leaders For What's Next. With 68 offices in 55 countries and a team of more than 550 professionals, we have built a decades-long reputation for our focus on quality, talent and agility. At the heart of our business is a deep connection with our clients, wherever they are in the world. Shaping sustainable success is our mission, craft and passion.





**Amrop**

Leaders For What's Next

Amrop is a premium Leadership and Executive Search consultancy with 68 offices in 55 countries, helping you find & develop Leaders For What's Next.

Shaping sustainable success is our mission, craft and passion.



To find out more email [contact@amrop.com](mailto:contact@amrop.com) or visit [www.amrop.com](http://www.amrop.com)

# Anthem

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## Executive

<p>Location</p> <p>Houston, TX  anthemexecutive.com  (713) 570-6992</p>	<p>Leading Principals</p> <p>Scott Watson, Co-Founder, Principal &amp; Consultant; Michael Ballew, M.A, Co-Founder, Principal &amp; Consultant; Mike "JR" Wheless, Firm Co-Founder, Principal &amp; Consultant; Hank M. Bounds, Ph.D., Consultant &amp; Subject Matter Expert; Wanda Maulding Green, Ed.D., Executive Search Consultant and Leadership Specialist</p>
<p>Year Established</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>14</p>	<p>Number of Offices</p> <p>5</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Higher Education  Health Sciences and Healthcare  Non-profit  Government  Corporate  Global Software and Services and Technology  Private Equity</p> <p>Insurance  Service and Manufacturing  Oil and Gas  EPC and Construction  Family Office  Hospitality and Retail</p>	<p>Functional Expertise</p> <p>Cancellors &amp; Presidents  Provosts &amp; Vice Presidents  Deans &amp; Directors  Board</p>
<p>Areas of Service</p> <p>Executive Search  Diversity, Equity + Inclusion</p>	<p>Recently Completed Assignments</p> <p>President, Midwestern State University; Provost, Western Oregon University</p>

### Firm Overview

Anthem Executive was formed in order to offer a new and exciting search perspective to their clients. Continuing a multi-decade tradition of their founders' service to clients across a cadre of business sectors, including higher education, health sciences, corporate and non-profit institutions, global software and technology, private equity, insurance, service and manufacturing, oil and gas, and others, the formalization of Anthem Executive was both timely and appropriate in order to better meet the needs of their clients.



<p>Location</p> <p>New York, NY  <a href="http://www.articosearch.com">www.articosearch.com</a>  <a href="https://www.linkedin.com/company/articosearch">www.linkedin.com/company/articosearch</a></p>	<p>Leading Principals</p> <p>Mercedes Chatfield-Taylor, CEO; Matt Comyns, President</p>
<p>Year Established</p> <p>2021</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>Standard off-limits is managers and direct reports of the role hired for one year for companies; two years for investor work</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>
<p>Industry Focus</p> <p>AI/ML          Cybersecurity          Private Equity/Venture Capital          Vertical and Horizontal SAAS</p>	<p>Functional Expertise</p> <p>Board Director          Chief Executive Officer          Cybersecurity Leadership (i.e. CISO, CIO, Head of Cybersecurity)          Go-To Market (Chief Revenue Officer, Chief Marketing Officer, Chief Customer Officer)</p>
<p>Areas of Service</p> <p>Executive Search (scale-up through public operators and investor searches)          Assisting European and Israeli companies expanding into the U.S.          Real-Time Compensation Data          Org Design</p>	<p>Recently Completed Assignments</p> <p>Envoy, CRO; HootSuite, CMO; U.S. Venture Partners (USVP), General Partner; CISO, HPS Investment Partners; Global Head of Security Engineering, PwC</p>

Firm Overview

Founded in 2021, Artico delivers the people to build, scale and protect your business. Artico's team matches the world's best talent with venture capital, private equity-backed and publicly-traded companies.



<b>Location</b> Boston, Massachusetts Toronto, Ontario <a href="http://artsconsulting.com/">artsconsulting.com/</a> (888) 234-4236 <a href="http://www.linkedin.com/company/arts-consulting-group/mycompany/">www.linkedin.com/company/arts-consulting-group/mycompany/</a>	<b>Leading Principals</b> Bruce D. Thibodeau, President; Nan Keeton, Senior Vice President; Adam Davis, Senior Vice President
<b>Year Established</b> 1997	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 20	<b>Number of Offices</b> 15
<b>Lowest Salary Handled, Average Salary Handled</b> (\$90,000, \$175,000)	<b>Geographical Concentration</b> Primarily USA & Canada, but open to international engagements
<b>Professional Memberships</b> Assoc. of African American Museums, American Alliance of Museums, Assoc. of Performing Arts Professionals, Canadian Museums Association, Dance/USA, League of American Orchestras, Orchestras Canada, OPERA America, Opera Canada, Theatre Communications Group, and National Gay & Lesbian Chamber of Commerce, among other regional and national associations in Canada and U.S.A.	<b>Fee Procedure</b> Fixed fee plus direct expenses; 1-year placement guarantee
<b>Off-Limits Policy</b> 5 years	<b>Average Time to Completion on Assignments</b> 3-4 months
<b>Industry Focus</b> Academia/Higher Education      Arts & Culture HR/Diversity Non Profit Sports, Media & Entertainment	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching	<b>Recently Completed Assignments</b> Alberta Ballet (Artistic Director); Chrysler Museum (Chief Philanthropy Officer); Harvard Art Museums (Deputy Director); Manhattan Theater Club (Executive Director); City of Mesa, Arizona (Director, Arts & Culture)

Firm Overview

ACG is the leading provider of hands-on interim management and executive search services for the arts and culture and creative industries. ACG consultants are located in communities throughout North America to best serve the needs of our clients. ACG team members have decades of combined senior leadership experience in every artistic and cultural discipline and area of functional management expertise. The firm also provides IDEAS training, executive coaching, revenue enhancement, strategic planning & community engagement, and facilities & program planning services, among other. As specialists in the management of arts and cultural institutions who are personally and passionately committed to the creative industries, we are recognized internationally for our expertise, personalized approach, and extraordinary results.

# ASSEMBLY

<p>Location</p> <p>Remote - Founded in Austin, with presence in New York, Boston and Denver.  <a href="http://www.assemblygroup.com">www.assemblygroup.com</a>  <a href="http://www.linkedin.com/company/the-assembly-group/">www.linkedin.com/company/the-assembly-group/</a></p>	<p>Leading Principals</p> <p>Carissa Clark, Founding Partner &amp; CEO;  Mariza Warshawsky, Partner, Head of Go to Market Practice</p>														
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>1</p>														
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$350,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33% of total cash compensation</p>														
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>														
<p>Industry Focus</p> <p>Technology,  Software  Enterprise  B2B,  SMB B2B SaaS  Private Equity</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>Chief Product Officer/SVP/VP</td> </tr> <tr> <td>Chief Executive Officer</td> <td>Chief Human Resources Officer/SVP/VP</td> </tr> <tr> <td>Chief Financial Officer/SVP/VP</td> <td>General Council/Legal</td> </tr> <tr> <td>Chief Revenue Officer/SVP/VP</td> <td>Operating Partners</td> </tr> <tr> <td>Chief Operations Officer/SVP/VP</td> <td>Operating Advisors</td> </tr> <tr> <td>Chief Marketing Officer/SVP/VP</td> <td>Center of Excellence Leadership</td> </tr> <tr> <td>Chief Technology Officer/SVP/VP</td> <td></td> </tr> </table>	All Functions	Chief Product Officer/SVP/VP	Chief Executive Officer	Chief Human Resources Officer/SVP/VP	Chief Financial Officer/SVP/VP	General Council/Legal	Chief Revenue Officer/SVP/VP	Operating Partners	Chief Operations Officer/SVP/VP	Operating Advisors	Chief Marketing Officer/SVP/VP	Center of Excellence Leadership	Chief Technology Officer/SVP/VP	
All Functions	Chief Product Officer/SVP/VP														
Chief Executive Officer	Chief Human Resources Officer/SVP/VP														
Chief Financial Officer/SVP/VP	General Council/Legal														
Chief Revenue Officer/SVP/VP	Operating Partners														
Chief Operations Officer/SVP/VP	Operating Advisors														
Chief Marketing Officer/SVP/VP	Center of Excellence Leadership														
Chief Technology Officer/SVP/VP															
<p>Areas of Service</p> <p>Executive Search  Succession Planning  Board Services</p>	<p>Recently Completed Assignments</p> <p>Sovos – leadership team buildout; Litera – leadership team buildout;  Advantive – leadership team buildout; Intelerad – leadership team buildout; Chargebee – commercial leadership</p>														

## Firm Overview

Assembly is a leading boutique executive search firm focusing on C-suite and VP placements for growth technology businesses as well as value-creation teams across leading investment firms. Since our founding in 2019, we have partnered with some of the most disruptive private equity-backed software and technology companies in the world on over 200 successful leadership placements. Our clients include Thoma Bravo, TA Associates, Insight Partners, and Hg Capital.

# August Leadership

<p>Location</p> <p>275 Madison Ave, Suite 1500 New York, NY www.augustleadership.com/ (917) 472-7837 www.linkedin.com/company/augustleadership</p>	<p>Leading Principals</p> <p>www.augustleadership.com/our-people</p>
<p>Year Established</p> <p>2020</p>	<p>Estimated Revenue</p> <p>\$25m</p>
<p>Number of Recruiters</p> <p>From 10 to over 100</p>	<p>Number of Offices</p> <p>16</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Paradigm for Parity Shift &amp; CEO Action for Diversity</p>	<p>Fee Procedure</p> <p>We conduct search assignments on a retained fee basis and our fee is 33.3% of the candidate's total annual compensation. Payment is charged in three stages: (1) 33.3% as retainer fee (2) 33.3% on presentation of shortlist (3) 33.3% on placement including 10% admin fee if applicable.</p>
<p>Off-Limits Policy</p> <p>August Leadership has a zero off-limits policy and minimum applicable off-limits allowing wider access to candidates.</p>	<p>Average Time to Completion on Assignments</p> <p>55 days</p>
<p>Industry Focus</p> <p>Generalists</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Board Services Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>Regional Presidents Global Business Heads Chief Financial Officers Chief Executive Officers, and other C-suite executives for Fortune 1000 companies</p>

## Firm Overview

Traditional leadership firms don't deliver a great experience. So we invented one that does.

August Leadership

SEARCH & LEADERSHIP ADVISORY

# LEAD. THE HUMAN WAY.

Our life's work is to unleash the power of human leadership—transforming the industries, professions, and communities we touch.

Our unique approach to search and leadership advisory drives sustainable change in your organization.

Learn more at:

[AUGUSTLEADERSHIP.COM](http://AUGUSTLEADERSHIP.COM)



# B | RILEY FARBER

<b>Location</b> Toronto, ON <a href="http://www.farbergroup.com">www.farbergroup.com</a> <a href="http://www.linkedin.com/company/brileyfarber/">www.linkedin.com/company/brileyfarber/</a>	<b>Leading Principals</b> Ian Brenner, Senior Managing Director; Charlene Bergman, Managing Director & Partner; Leah McGillivray Palko, Partner, Financial Services; Marty O'Doherty, Partner, Private Equity and Industrial; Alistair Ross, SVP & Partner, Private Equity
<b>Year Established</b> 2011	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 19	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$250,000)	<b>Geographical Concentration</b> North America
<b>Professional Memberships</b> IIC Partners, Association of Corporate Growth (ACG)	<b>Fee Procedure</b> Retained Search - 33.3% at Retainer, 33.3% at Shortlist and 33.3% at Offer Letter Execution
<b>Off-Limits Policy</b> 12 months with existing clients	<b>Average Time to Completion on Assignments</b> Executive Search - 120 days, Interim Management – 10 days
<b>Industry Focus</b> Financial Services Consumer Packaged Goods Manufacturing Professional Services Technology Healthcare  Energy/Utilities Mining, Material & Nat Resources Retail Private Equity Family Office	<b>Functional Expertise</b> CEO/President CFO/VP Finance COO/GM Chief Revenue/Marketing Officer CIO/CTO  CHRO/VP People & Culture Board of Directors Wealth Managers, Chief Compliance and Investment Officers
<b>Areas of Service</b> Executive Search Interim Management/Fractional Resourcing Succession Planning Leadership Consulting/Development Culture Advisory  Onboarding Outplacement Executive Coaching	<b>Recently Completed Assignments</b> CEO at a portfolio company of a leading mid-market private equity firm; CFO at one of the largest providers of alternative financial solutions in North America; Interim CFO at a multinational technology consumer goods manufacturer; General Manager at a high growth professional services company; CMO at a national law firm servicing global clients

## Firm Overview

For over 40 years, B. Riley Farber has successfully partnered with the leadership of primarily mid-market Canadian organizations, their boards of directors, investors, lenders and other professionals. With our reach across North America and internationally, and working with a highly collaborative approach, our diverse team of business-savvy professionals operate seamlessly to provide services ranging across the areas of executive search, human capital advisory, financial advisory, wealth management and restructuring. In 2011, our Interim Management & Executive Search practice was launched. As a boutique firm, we focus on building and enhancing the senior and executive leadership teams of our clients. Our team of experienced recruiters run executive level searches, across all functional areas, and across multiple industries. With our broad business experience and a proven candidate-centric approach to search, as well as through our IIC Partners international partnership, we have a very deep network, with strong relationships and referral sources to support our robust search methodology. This provides us access to exceptional candidates who may not be easy to uncover using traditional means. In 2023, B. Riley Farber was acquired by B. Riley Financial Inc. (NASDAQ RILY), a diverse platform that provides tailored financial solutions to meet the strategic, operational, financial advisory and capital needs of its clients. through a diverse range of collaborative and complementary business capabilities ([www.brileyfin.com](http://www.brileyfin.com))





<p>Location</p> <p>Bucks County, PA  <a href="http://www.bandishgroup.com">www.bandishgroup.com</a>          267) 483-5233  <a href="http://www.linkedin.com/company/the-bandish-group-llc/">www.linkedin.com/company/the-bandish-group-llc/</a> 1000</p>	<p>Leading Principals</p> <p>Jackie Bandish, Founder and Managing Member</p>										
<p>Year Established</p> <p>1996</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>2</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$225,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p> <p>WBENC, Diversity Alliance for Science, SHRM, BDISBO ( The Pennsylvania Department of General Services, Bureau of Diversity, Inclusion &amp; Small Business Opportunities), NAPS, Supplier Gateway, BBB, Get5 Career Coaching, MAPS (Mid-Atlantic Personnel Association), and ExecThread</p>	<p>Fee Procedure</p> <p>Depending on the level of the search, an engagement fee is due to commit both parties to the search and it is deducted from the final invoice. Our standard fee is 25% of the first year's base salary only.</p>										
<p>Off-Limits Policy</p> <p>We are off-limits to engaged client contracts and their terms and we do not recruit away from active clients. We abide by our legal contracts.</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Healthcare</td> <td>Medical Device</td> </tr> <tr> <td>Life Sciences</td> <td>CDMOs</td> </tr> <tr> <td>Pharmaceutical</td> <td>Life Sciences Construction</td> </tr> <tr> <td>Biotechnology</td> <td>Artificial Intelligence (AI)</td> </tr> <tr> <td>Diagnostics</td> <td>Digital Healthcare</td> </tr> </table>	Healthcare	Medical Device	Life Sciences	CDMOs	Pharmaceutical	Life Sciences Construction	Biotechnology	Artificial Intelligence (AI)	Diagnostics	Digital Healthcare	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner          Vice President          Diversity, Equity &amp; Inclusion (DE+I)          Manager through C Suite Level Positions</p>
Healthcare	Medical Device										
Life Sciences	CDMOs										
Pharmaceutical	Life Sciences Construction										
Biotechnology	Artificial Intelligence (AI)										
Diagnostics	Digital Healthcare										
<p>Areas of Service</p> <p>Executive Search          Diversity, Equity + Inclusion          Executive Coaching          Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>President &amp; Chief Business Officer; Head of Clinical Development; Vice President, Life Sciences Construction; Vice President, Strategic Sourcing; Product Management Lead Technical Operations Director</p>										

Firm Overview

The Bandish Group is not a contingent firm but rather a boutique life sciences executive search firm. We conduct exclusive searches with a hybrid model of retained services that is both efficient and cost effective to our clients. Our job is to find your best fit, not just any fit and we understand that paying more does not change the candidate landscape. We specialize in the Pharmaceutical, Biotech, Diagnostics, Medical Device, CDMOs, Life Sciences Construction, Artificial Intelligence (AI), and Digital Healthcare industries. We are headquartered in the greater Philadelphia region and serve nationwide and global searches.



# EXECUTIVE SEARCH

**Respect. Honesty. Integrity. The Foundation of Our Success.**

***“We find your best fit, not just any fit.”***

The Bandish Group is a boutique life sciences executive search firm. We conduct exclusive searches with a hybrid model of retained services that is both efficient and cost effective to our clients. Our job is to *find your best fit, not just any fit* and we understand that paying more does not change the candidate landscape. We specialize in the Pharmaceutical, Biotech, Diagnostics, Genomics, Medical Device, CDMOs, Life Sciences Construction, Artificial Intelligence (AI), and Digital Healthcare industries. We are headquartered in the greater Philadelphia region with a national reach.



[www.bandishgroup.com](http://www.bandishgroup.com) • 267-483-5233

Life Sciences Search Firm  
since 1996

*We find your best fit, not just any fit.*





<b>Location</b> 950 East State Hwy 114, Suite 160 Southlake, TX US 76092 bannerot.com (817) 722-5723 www.linkedin.com/company/bannerot-partners	<b>Leading Principals</b> Larry Mendez, Managing Partner
<b>Year Established</b> 2007	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 2	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000 base plus bonus, equity, \$350,000 base plus bonus, equity)    We	<b>Geographical Concentration</b> serve clients based in North America but recruit globally.
<b>Professional Memberships</b>	<b>Fee Procedure</b> Fully retained featuring flat fee options.
<b>Off-Limits Policy</b> 1 year off limits company wide from time of completion	<b>Average Time to Completion on Assignments</b> 87 days
<b>Industry Focus</b> Consumer Goods & Services    Cruise Travel                                      Restaurants, and related Real Estate Developers Leisure Hospitality	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> Accor North America/G6 Hospitality - Executive Vice President, Human Resources; Chief Marketing Officer Arby's; Vice President, Enterprise Architecture and Technology Strategy Ashford Inc.; Senior Vice President, Asset Management Buffalo Lodging Associates; Chief Executive Officer Civitas Capital Group

Firm Overview

We are trusted advisors sourcing exceptionally talented leaders from around the world. Bannerot Partners was established in 2007 to provide unvarnished opinions with experienced insight to our clients' most significant leaderships problems. Our nimble platform offers global search firm expertise unencumbered by large firm impediments. Our client set includes hotel REITs, owner/operators, third-party management companies, hotel brands, real estate developers, cruise lines, diversified travel companies, restaurant brands/operators and private equity firms. We have successfully completed C-level and executive leadership searches across all functional areas including CCO, CFO, CMO, CIO, COO and direct reports. We designed our platform with client service at the forefront. We seek a limited number of client relationships, defer searches that create overlapping candidate pools, and limit our concurrent search load to maximize partner focus on each assignment. Being partner-led, we do not offload critical aspects of your search to junior staff who you will never meet. We know you, your company, and your goals. Our platform grants unencumbered access to the widest possible global senior level talent pool.

<b>Location</b> 1000 Pittsford Victor Road, Suite 28 Pittsford, NY 14534 <a href="http://www.barkergilmore.com">www.barkergilmore.com</a> <a href="https://www.linkedin.com/company/barkergilmore-llc">www.linkedin.com/company/barkergilmore-llc</a>	<b>Leading Principals</b> <b>Bob Barker, Managing Partner; John Gilmore, Managing Partner</b>
<b>Year Established</b> <b>2006</b>	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> <b>27</b>	<b>Number of Offices</b> <b>17</b>
<b>Lowest Salary Handled, Average Salary Handled</b> <b>\$200K, \$500K</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> <b>93 days</b>
<b>Industry Focus</b> <b>Academia/Higher Education</b> <b>Consumer Goods &amp; Services</b> <b>Cleantech/Sustainability</b> <b>Financial Services</b> <b>Healthcare</b> <b>Industrial</b> <b>Life Sciences</b> <b>Legal/Compliance</b> <b>Non Profit</b> <b>Professional Services</b> <b>Sports, Media &amp; Entertainment</b> <b>Technology</b>	<b>Functional Expertise</b> <b>General Counsel</b> <b>Chief Compliance Officers, and their key reports</b>
<b>Areas of Service</b> <b>Executive Search</b> <b>Succession Planning</b> <b>Culture Advisory/Culture Shaping</b> <b>Diversity, Equity + Inclusion</b> <b>Executive Coaching</b> <b>Leadership Consulting/Development</b> <b>Onboarding</b> <b>Succession Planning</b>	<b>Recently Completed Assignments</b>

#### Firm Overview

BarkerGilmore LLC is a boutique executive search, coaching, and advisory firm focused exclusively on senior in-house legal and compliance professionals. What sets us apart is our team and expertise, including esteemed General Counsel, Chief Compliance Officers, and executive search consultants, whose national reach, established relationships, and meticulous assessment process have enabled us to excel in the industry's most challenging and high-profile searches. The team possesses personal experience across industries, which enhances our ability to help public, private, non-profit, and government clients recruit and develop talent. Our key measured success metrics include our high levels of customer satisfaction, search completion rate, track record for diversity, and stick rate. Our mission is to help clients identify, attract, and develop diverse legal and compliance teams to positively impact business performance and shareholder value.



General Counsel and Chief Compliance Officer  
Executive Search and Leadership Development

Exclusive access to industry leaders and a  
commitment to diversity

[www.barkergilmore.com](http://www.barkergilmore.com)





<b>Location</b> 45 W 45th Street, 16th Floor New York, NY <a href="http://www.thebartonpartnership.com">www.thebartonpartnership.com</a> (646) 982-1350 <a href="http://www.linkedin.com/company/the-barton-partnership/">www.linkedin.com/company/the-barton-partnership/</a>	<b>Leading Principals</b> Nick Barton, CEO; Tara Ricks, Exec Chair; Oliver Phoenix, Global Managing Director
<b>Year Established</b> 2007	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 120	<b>Number of Offices</b> 7
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$400,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> B-Corp, Management Consultancies Association (MCA); APSCo	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b> Client dependent	<b>Average Time to Completion on Assignments</b> 3 months permanent; 48 hours contract
<b>Industry Focus</b> Consumer Goods & Services      Life Sciences Financial Services                  Professional Services Healthcare                              Technology Industrial	<b>Functional Expertise</b> C Suite/President/Managing Partner Operating Partners
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Interim/Contingent Search	<b>Recently Completed Assignments</b> SVP Strategy, Financial Institution; Chief Strategy Officer, CPG Company; Strategy Director, Utilities Company; Chief Transformation Officer, Financial Institution; Transformation Director, Private Equity Portfolio Company; Senior Director Corporate Development, CPG Company; M&A Manager, Life Sciences Company; ESG Strategy Partner, Global Strategy Firm

Firm Overview

The Barton Partnership was established in 2007 as a niche executive recruitment and consulting solutions firm, providing permanent search and independent consulting services in Strategy & M&A, Digital, Data & Analytics, ESG & Sustainability and Transformation & Change.



# BAY STREET ADVISORS

<b>Location</b> 675 Third Avenue, 10th Floor New York, NY <a href="http://www.baystreetadvisorsllc.com">www.baystreetadvisorsllc.com</a> (646) 278-4321 <a href="http://www.linkedin.com/company/bay-street-advisors/about/">www.linkedin.com/company/bay-street-advisors/about/</a>	<b>Leading Principals</b> Lawrence Baum, Managing Partner										
<b>Year Established</b> 2009	<b>Estimated Revenue</b> \$25m										
<b>Number of Recruiters</b> 15	<b>Number of Offices</b> 2										
<b>Lowest Salary Handled, Average Salary Handled</b> (\$500,000, \$2,500,000)	<b>Geographical Concentration</b> North America, Western Europe, Asia (Select Countries)										
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b> Retained with % due only upon successful completion										
<b>Off-Limits Policy</b> Standard	<b>Average Time to Completion on Assignments</b> 4 weeks										
<b>Industry Focus</b> Financial Services	<b>Functional Expertise</b> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Human Resources</td> </tr> <tr> <td>Vice President</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Finance</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td>Sales &amp; Marketing</td> </tr> <tr> <td>Legal/Compliance</td> <td>Business Development</td> </tr> </table>	C Suite/President/Managing Partner	Human Resources	Vice President	Diversity, Equity & Inclusion (DE+I)	Chief Human Resource Officer/Chief	Finance	Diversity, Equity and Inclusion Officer	Sales & Marketing	Legal/Compliance	Business Development
C Suite/President/Managing Partner	Human Resources										
Vice President	Diversity, Equity & Inclusion (DE+I)										
Chief Human Resource Officer/Chief	Finance										
Diversity, Equity and Inclusion Officer	Sales & Marketing										
Legal/Compliance	Business Development										
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Outplacement Executive Coaching	<b>Recently Completed Assignments</b> \$16B Firm Acquisition / M&A, Alternative Asset Management – Global Asset Manager; \$10B Firm Acquisition / M&A, Global Credit Fund – Global Asset Manager; Team, Opportunistic Credit & Direct Lending – Global Credit Investment Firm; Team, Asset Finance – Global Alternative Asset Manager Team, Global Healthcare Investment Banking – Global Investment Bank										

## Firm Overview

Bay Street Advisors offers a wide range of services including executive search, strategic consulting, and competitive intelligence to leading financial services firms.



<b>Location</b> 300 Park Avenue, 2nd Floor New York, NY <a href="http://www.bclsearch.com">www.bclsearch.com</a> <a href="http://www.linkedin.com/company/bcl-search-inc/">www.linkedin.com/company/bcl-search-inc/</a>	<b>Leading Principals</b> Becky Carlson Linstroth, CEO & Founder
<b>Year Established</b> 2014	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> \$85,000 - \$250,000	<b>Geographical Concentration</b> Regional
<b>Professional Memberships</b>	<b>Fee Procedure</b> Contingency
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 2-5 weeks
<b>Industry Focus</b> Financial Services                      Hedge Funds Tech    Private Equity Real Estate                                      Venture Capital Consulting Firms                              Wealth Management	<b>Functional Expertise</b> Executive Assistant    Legal/ Compliance Assistant Office Manager    Personal Assistant Admin Assistant Receptionist
<b>Areas of Service</b> Interim/Contingent Search	<b>Recently Completed Assignments</b>

Firm Overview

BCL Search is a 100% women owned and operated recruitment firm based in NYC. We specialize in the placement of administrative and support staff to meet the needs of dynamic and growing businesses across a range of industries. Our mission is to be an honest and effective resource for our clients and candidates, leveraging long-lasting relationships to match high-caliber candidates with promising career opportunities. We work with the top investment management firms in NY, CT and Florida.





**Integrity. Relationships.  
Opportunities.**

BCL Search specializes in the placement of administrative and support staff to meet the needs of dynamic and growing businesses across a range of industries in the New York City area.

To learn more, contact our Founder, Becky Carlson Linstroth -- [becky@bcsearch.com](mailto:becky@bcsearch.com)

<p>Location</p> <p>229 Yonge Street, Suite 400 Toronto, ON beacentalent.ca/ www.linkedin.com/company/28155941/admin/feed/posts/</p>	<p>Leading Principals</p> <p>Nadia Caira, Managing Partner; Morgan Ruskin, Managing Partner</p>																						
<p>Year Established</p> <p>2018</p>	<p>Estimated Revenue</p>																						
<p>Number of Recruiters</p> <p>2</p>	<p>Number of Offices</p> <p>1</p>																						
<p>Lowest Salary Handled, Average Salary Handled (\$150,000, \$200,000 - \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																						
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>At the Executive level (VP and above), Beacon Talent’s standard fees are based on 30% of the candidate’s annual base salary and estimated annual short-term incentive bonus. At the Director/Senior Director level, Beacon Talent’s standard fees are based on 25% of the candidate’s annual base salary and estimated annual short-term incentive bonus.</p>																						
<p>Off-Limits Policy</p> <p>Beacon Talent Group’s Off-Limits Policy specifies that employees of our client cannot be approached as candidates for a period of one year past the close date of the most recent assignment.</p>	<p>Average Time to Completion on Assignments</p> <p>Once Beacon Talent Group starts a search engagement, it takes 4 weeks to present a short list of qualified candidates. We will identify all passive and active candidates suitable for the position and evaluate their qualifications and fit for the role and company. A typical assignment is completed within three months of initiating the search. The timeline varies based on a client’s internal interview process.</p>																						
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Retail</td> </tr> <tr> <td>HR/Diversity</td> <td>Real Estate</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Consumer Goods & Services	Professional Services	Cleantech/Sustainability	Sports, Media & Entertainment	Financial Services	Technology	Healthcare	Retail	HR/Diversity	Real Estate	Industrial		<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Vice President</td> <td>Technology/Security</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Operations/Supply Chain</td> </tr> <tr> <td>Legal/Compliance</td> <td>Marketing/Communications</td> </tr> <tr> <td>Human Resources</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)	Vice President	Technology/Security	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Operations/Supply Chain	Legal/Compliance	Marketing/Communications	Human Resources	
Consumer Goods & Services	Professional Services																						
Cleantech/Sustainability	Sports, Media & Entertainment																						
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Healthcare	Retail																						
HR/Diversity	Real Estate																						
Industrial																							
C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)																						
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Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Operations/Supply Chain																						
Legal/Compliance	Marketing/Communications																						
Human Resources																							
<p>Areas of Service</p> <p>Executive Search Executive Coaching</p>	<p>Recently Completed Assignments</p> <p>President; Distribution Chief Financial Officer; Real Estate Chief Supply Chain Officer; Retail Chief Security Officer; Utilities Senior Vice President, Investments; Real Estate Senior Vice President, HR; Retail Senior Vice President, Marketing; Retail Senior Vice President, IT</p>																						

Firm Overview

Beacon Talent Group is a boutique search firm that specializes in finding the right talent for high-value managerial and leadership positions. We focus on leadership placements with subject matter expertise in Human Resources, Information Technology, Sales, Marketing, Finance, and Operations. Each step involves direct partner involvement, from discovery through to shortlisting, interviewing, and hiring. Our reputation is built on the respect and trust of our clients and candidates. We are driven by shared values of honesty and integrity. On every search we undertake, we are committed to presenting a diverse shortlist that reflects the demographics and communities we live in. We focus on equity and equality in the search process with the goal of increasing the representation of historically underrepresented groups in senior leadership roles.

# BEACON

# TALENT GROUP

Find the people who  
will move you forward.



## OUR COMPETITIVE ADVANTAGE

- We have years of experience hiring leaders from the Director to SVP level.
- We have access to talent across Canada and the United States.
- We have strong breadth of experience across functions and industries.
- On every search we partner on, we provide innovative and out of the box talent solutions.
- We are integral in every step of the search process from start to finish.
- We are nimble and agile and are recognized for our personalized and consultative approach.



## MEET THE PARTNERS

MORGAN RUSKIN & NADIA CAIRA

We have over 30 years of combined experience hiring leaders from the SVP level to below and support our Canadian clients with national and global mandates to attract top talent.

Our reputation is built on the respect and trust of our clients and candidates. We're driven by shared values of honesty, integrity, and a commitment to do what is right.

<p>Location</p> <p>Bedford Group Toronto, ON www.bedfordgroupconsulting.com (416) 963-9000 x222 www.linkedin.com/company/bedfordgrouptransearch</p>	<p>Leading Principals</p> <p>Steven Pezim, Managing Director &amp; Vice Chairman of TRANSEARCH International</p>
<p>Year Established</p> <p>1980</p>	<p>Estimated Revenue</p> <p>18</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>TRANSEARCH International</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Technology, Media &amp; Telecommunications Life Sciences &amp; Healthcare Financial Services &amp; Fintech Private Equity &amp; Family Office Mining &amp; Metals Consumer Products &amp; Retail Business, Legal &amp; Professional Services</p> <p>Industrial Technology &amp; Energy Not-for-Profit Manufacturing &amp; Distribution Real Estate Higher Education</p>	<p>Functional Expertise</p> <p>Board &amp; General Counsel CEO CFO COO, Supply Chain &amp; Operations CHRO, HR, Diversity &amp; Inclusion Engineering Legal, Compliance, and Regulatory Marketing</p> <p>Sales Artificial Intelligence (AI) Medical Risk Management &amp; Insurance Strategy &amp; Corporate Development Higher Education &amp; Academic Leadership Technology (CTO, CIO, CDO) &amp; Cybersecurity</p>
<p>Areas of Service</p> <p>Executive Search Talent Scouting &amp; Succession Planning Leadership Assessment &amp; Development Culture &amp; Employee Engagement Organizational Strategy &amp; Board Effectiveness Leadership Integration &amp; Virtual Onboarding</p>	<p>Recently Completed Assignments</p> <p>CEO, Alimentiv; Chief Information Officer (CIO), BioScript Solutions; CFO, Chartwell Retirement Residences</p>

Firm Overview

Founded in 1980, Bedford is the Canadian Partner of TRANSEARCH International, one of the Top 10 largest executive search firms in the world, with 60 offices in 40 countries. We take pride in being consistently recognized as the #1 Performing Office globally within TRANSEARCH International. In addition to our industry-leading expertise in executive search, Bedford provides clients with a full spectrum of talent strategy solutions including compensation surveys, culture strategy, executive integration, leadership assessment, organization design, succession planning, and talent scouting.



**BEDFORD**  
**TRANSEARCH**  
YOUR WORLD PARTNER IN EXECUTIVE SEARCH

**Delivering world-class executive search  
and holistic talent strategy services.**



**Schedule a call with one of our partners**



<b>Location</b> 801 Travis Street, Suite 1600 Houston, TX 77002 beecherreagan.com (877) 550-8787 www.linkedin.com/company/beecher-reagan	<b>Leading Principals</b> Clark Beecher, Global Managing Partner & Co-Founder; Tim Reagan, Co-Founder & Managing Partner, Private Equity Practice		
<b>Year Established</b> 2009	<b>Estimated Revenue</b>		
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 2		
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>Global</b>		
<b>Professional Memberships</b>	<b>Fee Procedure</b>		
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>		
<b>Industry Focus</b> Professional Services Private Equity Digital Technology Services	<b>Functional Expertise</b> <table border="0"> <tr> <td>           Business Development            CEO/President            Customer Service            Data/Analytics            Development            Diversity &amp; Inclusion         </td> <td>           General Management            Information/Digital            Manufacturing            Marketing &amp; Sales            Risk Management            Supply Chain         </td> </tr> </table>	Business Development CEO/President Customer Service Data/Analytics Development Diversity & Inclusion	General Management Information/Digital Manufacturing Marketing & Sales Risk Management Supply Chain
Business Development CEO/President Customer Service Data/Analytics Development Diversity & Inclusion	General Management Information/Digital Manufacturing Marketing & Sales Risk Management Supply Chain		
<b>Areas of Service</b> Executive Search Leadership Acceleration	<b>Recently Completed Assignments</b>		

Firm Overview

Beecher Reagan is the premier retained search firm for transformational leadership. We connect game-changing executive talent with firms seeking rapid growth and sustained results. We combine a formidable network of leaders with decades of quantitative behavioral data to connect the right talent with the right purpose in the right culture – maximizing the potential of the leaders and firms we serve.

We leverage decades of experience, data, and wisdom to guide and de-risk leadership talent selection and acceleration. All our searches are partner-led, providing unmatched access, influence, and connectivity to top leaders – opening new doors for our clients. Our comprehensive assessment and acceleration services protect investments in top talent. We are a team of connectors, laser focused on making an impact for our clients by investing in long-term relationships with both leaders and firms. Our team has deep expertise in the industries we serve, and the innovative mindset to drive transformational change. We value team members with a relentless focus on outcomes – for us and our clients.



<p>Location</p> <p>115 Perimeter Center Place, Suite 400 Atlanta, GA www.belloaks.com (678) 287-2000 www.linkedin.com/company/bell-oaks-company</p>	<p>Leading Principals</p> <p>Matt Tovrog, Partner; Todd Warshaw, Partner; Patrick O'Halloran, Partner; Barrett Krise, Partner; Emily Varon, Director of Consulting</p>
<p>Year Established</p> <p>1971</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>13</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>1 year with existing clients</p>	<p>Average Time to Completion on Assignments</p> <p>2.5 months</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Professional Services Financial Services              Technology Industrial Non Profit</p>	<p>Functional Expertise</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Onboarding</p>	<p>Recently Completed Assignments</p> <p>Chief Growth Officer, Paper Manufacturing and Packaging; VP, Product, SaaS CHRO, Global Manufacturing; Chief People Officer; Information Technology Director, FP&amp;A, Foodservice; VP, International Tax, Chemicals; Executive Director, Non-profit; SVP, Sales &amp; Marketing, Consumer Product Goods; Mill Manager, Manufacturing Controller, Restaurant</p>

Firm Overview

For over 50 years, Bell Oaks has been a preeminent boutique executive search firm partnering with local and national clients to hire exceptional, culturally aligned, hard-to-find talent to fill high-level roles that are vital to the organization's strategic goals.

# BENNETT SEARCH

<p>Location</p> <p>Manhattan, NY and Westport, CT  <a href="http://www.bennettsearchgroup.com/">www.bennettsearchgroup.com/</a>  <a href="http://www.linkedin.com/company/bennett-search-group/">www.linkedin.com/company/bennett-search-group/</a></p>	<p>Leading Principals</p> <p>Brian Bennett, Founder &amp; CEO</p>
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$75,000, \$750,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>We craft customized pricing strategies tailored to each client's specific needs and goals. This bespoke approach maximizes the value clients receive and the results we deliver.</p>
<p>Off-Limits Policy</p> <p>12 - 24 months</p>	<p>Average Time to Completion on Assignments</p> <p>45 -60 days</p>
<p>Industry Focus</p> <p>Technology</p>	<p>Functional Expertise</p> <p>Product, Sales Customer Success</p>
<p>Areas of Service</p> <p>Executive Search Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>EVP Revenue; SVP Global Sales &amp; Marketing; VP Enterprise Sales; Director of Sales; Head of Sales Americas; Head of Sales EMEA; Head of Sales MENA; Head of Sales LatAm; GM Product Lead; Business Development Director; Global Account Manager; SVP Customer Success; Channel Manager; Account Manager; Sales Engineer Lead</p>

## Firm Overview

Bennett Search Group is an executive search firm headquartered in the New York metro area. We have a proven track record of recruiting accomplished talent for pioneering technology companies at the forefront of AI, predictive analytics, cloud computing, and SaaS, serving industries like financial services, healthcare, advertising, and security & investigations globally. Our expertise spans mission-critical C-suite to VP-level senior leadership and team positions in business management, product management, engineering, sales, marketing, and customer success. Our extensive global network and focused research capabilities allow us to identify and reach ideal matches worldwide.





<p>Location            909 West Laurel Street, Suite 200            San Diego, CA  <a href="http://www.bespokepartners.com">www.bespokepartners.com</a>            (858) 356-6730  <a href="http://www.linkedin.com/company/bespoke-partners">www.linkedin.com/company/bespoke-partners</a></p>	<p>Leading Principals            Eric Walczykowski, Chief Executive Officer; Kristie Nova, Founding Partner, Co-Head of CEO Practice; Tess Fischer, Partner, Head of Go-to-Market Leadership Practice; Katelyn Quaresma, Partner, Head of Finance Leadership Practice; Ryan Bonner, Partner, Head of Marketing, Product &amp; Tech Officer Practice</p>
<p>Year Established            2011</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters            9</p>	<p>Number of Offices            4</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration  <b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments  <b>Less than 100 days</b></p>
<p>Industry Focus  <b>Technology            Software            SaaS</b></p>	<p>Functional Expertise  <b>C Suite/President/Managing Partner            Vice President</b> <span style="float: right;">Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</span></p>
<p>Areas of Service  <b>Executive Search            Succession Planning            Diversity, Equity + Inclusion            Leadership Consulting/Development            Onboarding            Succession Planning</b></p>	<p>Recently Completed Assignments</p>



Location 60 St. Clair Ave East, Suite 1002 Toronto, ON <a href="http://bjrcrecruiting.com/">bjrcrecruiting.com/</a> (416) 606-6664 <a href="http://www.linkedin.com/company/bjrc-recruiting/">www.linkedin.com/company/bjrc-recruiting/</a>	Leading Principals Brady Jones, Founder & Managing Partner; Patrick Johnson, Managing Partner
Year Established 2020	Estimated Revenue \$4m
Number of Recruiters 11	Number of Offices 1
Lowest Salary Handled, Average Salary Handled (\$75,000, \$150,000)	Geographical Concentration National
Professional Memberships	Fee Procedure 25%
Off-Limits Policy We do not headhunt from any client that we have successfully completed a search for a minimum of 1 year	Average Time to Completion on Assignments 45 days
Industry Focus Financial Services Legal/Compliance	Functional Expertise All Functions C Suite/President/ Managing Partner Vice President
Areas of Service Executive Search Board Services	Recently Completed Assignments

Firm Overview

BJRC is a contingent search firm that specializes in finding and placing top tier Executives, Legal & Compliance and Finance & Accounting professionals.



<p>Location</p> <p>2946 University Pkwy Sarasota, FL bluerocksearch.com (941) 952-9555 www.linkedin.com/company/blue-rock-search</p>	<p>Leading Principals</p> <p>Ruben Moreno, Founder and Executive Search Practice Leader, HR &amp; Diversity; Nancy Estep-Critchett, Founder and Executive Search Practice Leader, Franchise and RPO; Joshua Jones, Managing Director, Private Equity Practice; Dawn Russell, Managing Director, CX Practice Leader; Jacquelyn D. Elliott, Ed.D., Managing Director, Higher Education Practice Leader</p>										
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>3</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$120,000, \$215,000)</p>	<p>Geographical Concentration</p> <p>Global</p>										
<p>Professional Memberships</p> <p>SRA Network, Minority Business Enterprise</p>	<p>Fee Procedure</p> <p>Retained</p>										
<p>Off-Limits Policy</p> <p>We do not source from active clients and keep an active list of companies who are off-limits based on searches completed within the last 12 months.</p>	<p>Average Time to Completion on Assignments</p> <p>65 days</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Technology</td> </tr> <tr> <td>HR/Diversity</td> <td>Private Equity</td> </tr> <tr> <td>Industrial</td> <td>Franchise</td> </tr> <tr> <td>Life Sciences</td> <td>Customer Experience</td> </tr> <tr> <td>Professional Services</td> <td>Industrial/Manufacturing</td> </tr> </table>	Academia/Higher Education	Technology	HR/Diversity	Private Equity	Industrial	Franchise	Life Sciences	Customer Experience	Professional Services	Industrial/Manufacturing	<p>Functional Expertise</p> <p>All Functions</p>
Academia/Higher Education	Technology										
HR/Diversity	Private Equity										
Industrial	Franchise										
Life Sciences	Customer Experience										
Professional Services	Industrial/Manufacturing										
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Consulting Executive Coaching RPO</p>	<p>Recently Completed Assignments</p> <p>CHRO – LiveRamp; VP/ Head of HR - Fortress Brands; VP/Head of HR – Office Ally; VP/Head of HR – Cirq Energy; VP, HR – California - ABM; VP, Diversity, Equity, &amp; Inclusion – Papa Johns; VP, Talent Acquisition – Papa Johns; VP, Global Talent Acquisition – LiveRamp; VP/Head of HR – University of the Pacific; Provost, Linfield University</p>										

Firm Overview

Blue Rock Search is an MBE Certified, 100% minority/female-owned executive search firm, an SRA Network member, a Hunt Scanlon Top 10 global recruiting firm, and one of the Hunt Scanlon HR/Diversity Recruiting Power 65. We specialize in the targeted identification, assessment, and placement of executives across four distinct practice areas: Franchise, Human Resources, Customer Experience, and Higher Education.



<p>Location</p> <p>84 Peachtree St NW Atlanta, GA BoardWalkConsulting.com (404) 262-7392 www.linkedin.com/company/boardwalkconsulting/</p>	<p>Leading Principals</p> <p>Sam Pettway, Founding Director; Kathy Bremer, Managing Director; Crystal Stephens, Senior Director; Cynthia Moreland, Director; Michelle Hall, Director; Patti Kish, Director of Research</p>
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>8</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AESC, Panorama, National Center for Family Philanthropy, International Women's Forum, ABFE (Association of Black Foundation Executives), Philanthropy Southeast</p>	<p>Fee Procedure</p> <p>We work only on a fixed retainer fee set for each engagement. We have no economic self-interest in the compensation we recommend to clients or negotiate with candidates.</p>
<p>Off-Limits Policy</p> <p>We do not recruit from active clients, and we never recruit a placement from a client.</p>	<p>Average Time to Completion on Assignments</p> <p>6 months</p>
<p>Industry Focus</p> <p>Non Profit</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p> <p>CEO, The Asia Foundation; CEO, Sierra Club; CEO, St. Louis Community Foundation; Executive Director, Southern Environmental Law Center; CEO, James S. McDonnell Foundation; CEO, Leadership Conference on Civil and Human Rights; CEO, Baptist Community Ministries; CEO, The Carter Center CEO, The Cameron Foundation</p>

Firm Overview

BoardWalk Consulting is a national executive search firm serving the leadership and governance needs of nonprofit organizations and the foundations that support them. "Finding leaders that matter for missions that matter"® is not just part of what we do; it is all that we do. From our base in Atlanta, we have conducted over 500 searches for clients in at least 34 states. CEO searches, especially for client transitioning from long-serving leaders, are our specialty.



[LEARN MORE](#)

With passion, creativity, tenacity and respect, we recruit CEOs for foundations and nonprofits committed to advancing equity, promoting opportunity, improving lives and enhancing communities.



**BoardWalk**  
CONSULTING

Finding leaders that matter for missions that matter.®

<p>Location</p> <p>207 Elpin Drive East Catonsville MD 21228-4800 www.BolandGroup.com (410) 788-8100 www.linkedin.com/company/4999228</p>	<p>Leading Principals</p> <p>Ann S. Boland, CEO &amp; President; Joseph V. Boland, COO &amp; CFO</p>
<p>Year Established</p> <p>2000</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>2 (in-house) + 1500 recruiters nationwide</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$125,000, \$175,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>Top Echelon</p>	<p>Fee Procedure</p> <p>25 to 30% of projected first year cash compensation</p>
<p>Off-Limits Policy</p> <p>Recruited candidate is off limits for life (while working where recruited) Client organization is off limits for the same amount of time as Candidate Representation Period.</p>	<p>Average Time to Completion on Assignments</p> <p>90-120 days</p>
<p>Industry Focus</p> <p>Academia/Higher Education      Non Profit Government                              Professional Services HR/Diversity</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      Diversity, Equity &amp; Inclusion (DE+I) Vice President                                      Managing Director, Executive Director Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Outplacement/Leadership Consulting/Development Onboarding</p>	<p>Recently Completed Assignments</p> <p>CEO, High Plains Community Mental Health Center; CHRO, Louisiana State Health Sciences Center; CEO, President &amp; CFO, South Carolina Community Loan Fund; CEO, Family Services &amp; Guidance Center; Executive Directors for LISC in Upstate SC, Detroit, Cleveland, Toledo, Hampton Roads VA, Newark &amp; Memphis</p>

Firm Overview

We specialize in recruiting C-Suite leaders for community-centric, mission driven nonprofits: 1) community health / mental health / behavioral health (FQHCs, CMHCs, CCBHCs; 2) community development e.g. CDFIs, MDIs, CDCs, housing authorities; economic development; 3) other community nonprofits e.g. Foundations, United Way, YMCA/YWCA, Boys/Girls Clubs, Big Brother/Sister, CASA 4) mission driven, community-centric governmental organizations e.g. municipalities & counties.



# Boothroyd & Co.

<b>Location</b> Boothroyd & Co., LLC (917) 602-5858 <a href="http://www.linkedin.com/in/john-arbolino-b5a2848/">www.linkedin.com/in/john-arbolino-b5a2848/</a>	<b>Leading Principals</b> John Arbolino, Managing Director
<b>Year Established</b> 2017	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 3	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$75,000, \$500,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> % of draw/base salary
<b>Off-Limits Policy</b> 1 year from inception of the assignment	<b>Average Time to Completion on Assignments</b> 1 month
<b>Industry Focus</b> Financial Services      Legal/Compliance Healthcare                Technology Life Sciences                Cybersecurity	<b>Functional Expertise</b> C Suite/President/Managing Partner Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Diversity, Equity & Inclusion (DE+)
<b>Areas of Service</b> Executive Search Interim/Contingent Search Onboarding	<b>Recently Completed Assignments</b> Quant recruiter, 3 years experience, executive search firm; Hong Kong Compliance business developer, 12 years experience, executive search firm; New York City Cyber Security partner, 9 years experience, executive search firm; New York City Buy Side researcher, 5 years experience, hedge fund; New York City Buy Side Partner, 14 years experience, executive search firm, London

## Firm Overview

Executive Search. Recruiting for the executive search industry. Rec2Rec. I place headhunters who recruit in technology, portfolio management for hedge funds and traditional asset managers, quant research, electronic trading, systematic trading, data science, private equity, infrastructure, energy, commodities, investment banking, legal, healthcare and life sciences



<p>Location</p> <p>177 Huntington Ave., Suite 1703, #20154 Boston, MA www.bostonsearchgroup.com (617) 674-5254 www.linkedin.com/company/bsg-team-ventures/</p>	<p>Leading Principals</p> <p>Clark Waterfall, Co-Founder &amp; Managing Director; Judy Banker, HR Practice Partner; Lew Weinstein, Partner; Julie Hart, Partner and General Manager</p>																														
<p>Year Established</p> <p>1997</p>	<p>Estimated Revenue</p> <p>\$4m</p>																														
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>2</p>																														
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000 + bonus + equity, \$300,000-\$400,000 + bonus + equity)</p>	<p>Geographical Concentration</p> <p>National</p>																														
<p>Professional Memberships</p> <p>Forbes Council, Association for Corporate Growth, Partners Search Alliance, Entrepreneurs' Organization [EO], International confederation of boutique retained search firms under the Tinzon Group umbrella</p>	<p>Fee Procedure</p> <p>Full retained engagement model predicated on a 3 or 4 part payment structure built to follow BSG's search progress timeline</p>																														
<p>Off-Limits Policy</p> <p>Typically, full company off-limits for 2 years unless company change of control or other similar, negotiated on a case-by-case basis</p>	<p>Average Time to Completion on Assignments</p> <p>120 days</p>																														
<p>Industry Focus</p> <table border="0"> <tr> <td>Private Equity</td> <td>Business Process Outsourcing</td> <td>Board of Directors</td> </tr> <tr> <td>Technology</td> <td>Manufacturing</td> <td>Manufacturing and Consumer</td> </tr> <tr> <td>Software</td> <td>Consulting Services</td> <td>Energy</td> </tr> <tr> <td>Medical Devices</td> <td>Healthcare Services</td> <td>Education</td> </tr> <tr> <td>Ecommerce</td> <td>Life Sciences Services</td> <td>Venture Capital</td> </tr> </table>	Private Equity	Business Process Outsourcing	Board of Directors	Technology	Manufacturing	Manufacturing and Consumer	Software	Consulting Services	Energy	Medical Devices	Healthcare Services	Education	Ecommerce	Life Sciences Services	Venture Capital	<p>Functional Expertise</p> <table border="0"> <tr> <td>Corporate Governance</td> <td>Finance</td> <td>Revenue</td> </tr> <tr> <td>P&amp;L</td> <td>CFO</td> <td>HR</td> </tr> <tr> <td>CEO</td> <td>VP Finance</td> <td>Technology</td> </tr> <tr> <td>President</td> <td>FP&amp;A</td> <td></td> </tr> <tr> <td>General Manager</td> <td>Operations</td> <td></td> </tr> </table>	Corporate Governance	Finance	Revenue	P&L	CFO	HR	CEO	VP Finance	Technology	President	FP&A		General Manager	Operations	
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<p>Areas of Service</p> <table border="0"> <tr> <td>Retained Executive Search</td> <td>Psychometric Assessments of Individuals and Teams</td> </tr> <tr> <td>Executive Coaching</td> <td>Team Fit Analysis</td> </tr> <tr> <td>Organizational Design</td> <td>Programmatic Leadership Learning &amp; Development</td> </tr> <tr> <td>Interim C Level Executives</td> <td>Peer-to-Peer Learning Forums</td> </tr> <tr> <td>Executive Integration</td> <td></td> </tr> <tr> <td>Culture Fit</td> <td></td> </tr> </table>	Retained Executive Search	Psychometric Assessments of Individuals and Teams	Executive Coaching	Team Fit Analysis	Organizational Design	Programmatic Leadership Learning & Development	Interim C Level Executives	Peer-to-Peer Learning Forums	Executive Integration		Culture Fit		<p>Recently Completed Assignments</p> <p>CFO – PE Fund; CEO – B2B SaaS; Chief Revenue Officer – specialty data services/ knowledge management; Board Director – manufactured materials for aerospace &amp; consumer electronics; VP of HR – PE Fund; Chief Product Officer - web browser-based video editing software; Managing Director- -Manufacturing &amp; Procurement Practice - Global consulting and M&amp;A advisory Firm</p>																		
Retained Executive Search	Psychometric Assessments of Individuals and Teams																														
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Firm Overview

BSG, founded in 1997, is a boutique retained executive search firm focused on recruiting builder-leaders for growth sector industries. While we serve a wide range of clients including public corporations and not-for-profit organizations, the greatest concentration of BSG's work is with private equity firms and their portfolio companies to expand or upgrade management, and with venture capital firms and entrepreneurs to build teams for early-stage businesses. Over the past 25 years, our principals have completed more than 1,000 assignments for board directors, C-level executives, and VPs in every major functional area. To more fully service BSG's mission of executive talent delivery & performance, BSG launched Talent Sequencing in 2019, bringing expertise to companies, their executive teams and sponsor-backers focusing on addition to talent acquisition on talent optimization. Optimization is delivered via products and services covering organizational design, executive assessment, individual and team executive coaching, programmatic leadership learning & development, and peer-based functional affinity groups delivering the power of executive collective wisdom and experience-sharing.



<p>Location</p> <p>New York, NY  <a href="http://www.brainworksinc.com">www.brainworksinc.com</a>  (908) 771 0600  <a href="http://www.linkedin.com/company/29091/admin/">www.linkedin.com/company/29091/admin/</a></p>	<p>Leading Principals</p> <p>Andrew S. Miller, President &amp; CEO; Cathy Miller, CFO;  Jon Levitt, Chief Strategy Officer; Steve Levitt, CIO</p>
<p>Year Established</p> <p>1991</p>	<p>Estimated Revenue</p> <p>\$12m</p>
<p>Number of Recruiters</p> <p>44</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$150,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>25-30%</p>
<p>Off-Limits Policy</p> <p>2 year policy</p>	<p>Average Time to Completion on Assignments</p> <p>30-45 days</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services  Financial Services  HR/Diversity</p>	<p>Functional Expertise</p> <p>All Functions                      Diversity, Equity &amp; Inclusion (DE+I)  C Suite/President/  Managing Partner  Vice President</p>
<p>Areas of Service</p> <p>Executive Search  Diversity, Equity + Inclusion  Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>CFO; COO; CEO; CMO; Chief Revenue Officer; Chief Procurement;  VP's of Sales and Marketing; CIO's</p>

Firm Overview

We deliver differentiated top talent across all verticals sales and Marketing, IT, HR, Operations Accounting and Finance, Data Analytics,




<p>Location</p> <p>Westport, CT &amp; Columbus, OH  <a href="http://www.BroadViewTalent.com">www.BroadViewTalent.com</a>  <a href="http://www.linkedin.com/company/broadviewtalent/">www.linkedin.com/company/broadviewtalent/</a></p>	<p>Leading Principals</p> <p>Tracy McMillan, CEO &amp; Managing Partner; Christie Angel, Managing Partner; Melania DaSilva Deaver, Principal</p>										
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p> <p>\$2.5m</p>										
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>2</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$180,000, \$200,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p> <p>National Association of Local Housing Finance Agencies (NALHFA), National Council of State Housing Agencies (NCSHA), Opportunity Finance Network, Texas Affiliation of Affordable Housing Providers (TAAHP), SHRM; Women of Color in Fundraising and Philanthropy (WOC), Women's Affordable Housing Network, Association of Executive Search and Leadership Consultants (AESC)</p>	<p>Fee Procedure</p> <p>Retained at 30% of placed candidate compensation.</p>										
<p>Off-Limits Policy</p> <p>We do not recruit from current or past clients</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>										
<p>Industry Focus</p> <p>HR/Diversity  Non Profit  Technology  PE-backed Middle Market companies</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Vice President</td> <td>Advancement &amp; Development</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Marketing &amp; Communications</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td>Board Director</td> </tr> <tr> <td>Human Resources</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)	Vice President	Advancement & Development	Chief Human Resource Officer/Chief	Marketing & Communications	Diversity, Equity and Inclusion Officer	Board Director	Human Resources	
C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)										
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Executive Search	Onboarding										
Succession Planning	Succession Planning										
Diversity, Equity + Inclusion											
Executive Coaching											
Leadership Consulting/Development											

Firm Overview

Founded in 2015, BroadView Talent Partners is a national executive search firm dedicated to placing exceptionally talented leadership in the non-profit, community development, affordable housing, association and middle market sectors. We provide clients with an unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.



# Changing the Game of Executive Search



“I could not say more about the team at Broadview Talent Partners. They were thorough, professional, courteous, and kept me informed of my status throughout the hiring process. They truly care about the people they represent and they do a great job of matching talent with the right opportunity and organization. I would certainly recommend their services to either individuals looking for that next great opportunity or organizations looking for talent.”

**Peter Fitzgerald**

*Vice President Financial Planning and Analysis | Housing Partnership Network*

Founded in 2015, BroadView Talent Partners is a national executive search firm dedicated to placing exceptionally talented leadership in the non-profit, community development, affordable housing, association

and middle market sectors. We provide clients with an **unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.**

**OUR SERVICES**  
**Retained Executive Search**  
**Onboarding & Retention**  
**Leadership Succession**  
**Strategic Planning**

[www.broadviewtalent.com](http://www.broadviewtalent.com)

203.651.8300 · [info@broadviewtalent.com](mailto:info@broadviewtalent.com) · [in](#) [@](#) [t](#) [f](#)



**Brooke Chase**  
ASSOCIATES, INC.  
Executive Search & Recruitment

<p>Location</p> <p>Brooke Chase Associates, Inc. Sarasota, FL www.brookechase.com (877) 374-0039 www.linkedin.com/company/brooke-chase-associates-inc-/</p>	<p>Leading Principals</p> <p>Joseph McElmeel, Chairman &amp; CEO; Rick Mohrman, Vice President; Ben Durshimer, Recruiter; Veronica Salas, Recruiter; Lola Bendele, Executive Assistant</p>										
<p>Year Established</p> <p>1980</p>	<p>Estimated Revenue</p> <p>\$2m</p>										
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$125,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>										
<p>Professional Memberships</p> <p>Kitchen Cabinet Manufacturers Association, National Kitchen &amp; Bath Association to Kitchen Cabinet Manufacturers Association(KCMA), National Kitchen &amp; Bath Association, (NKBA), Executives Club of Chicago</p>	<p>Fee Procedure</p> <p>Retained. Engagement fee, 1/3 progress in 30 days, 1/3 progress in 60 days, and balance upon completion.</p>										
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>120 days</p>										
<p>Industry Focus</p> <p>Building Material Manufacturers Wholesalers and Distributors. Specializing in the Plumbing, HVAC, Decorative Hardware and Kitchen Cabinet Industries</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Chief Human Resource Officer</td> </tr> <tr> <td>COO</td> <td>VP of Operations</td> </tr> <tr> <td>CEO</td> <td>VP Sales</td> </tr> <tr> <td>CMO</td> <td>VP Marketing</td> </tr> <tr> <td>Executive VP</td> <td>VP Manufacturing General Manager</td> </tr> </table>	C Suite/President/Managing Partner	Chief Human Resource Officer	COO	VP of Operations	CEO	VP Sales	CMO	VP Marketing	Executive VP	VP Manufacturing General Manager
C Suite/President/Managing Partner	Chief Human Resource Officer										
COO	VP of Operations										
CEO	VP Sales										
CMO	VP Marketing										
Executive VP	VP Manufacturing General Manager										
<p>Areas of Service</p> <p>Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Succession Planning</p>	<p>Recently Completed Assignments</p> <p>COO - Wellborn Cabinetry; COO -JG Custom Cabinetry and Design; CEO - Jmatek; Vice President Operations - Cosmo Cabinets; GM - Sumitomo Forestry America; Vice President Sales &amp; Marketing - Berenson Hardware; Vice President Sales - KT Pacer; Executive Director - BKBG; COO - Village Handcrafted Cabinetry; Chief Marketing Officer - Wellborn Cabinetry</p>										

Firm Overview

Established in 1980, Brooke Chase Associates, Inc. has grown into a boutique retained executive search firm with international reach, specializing in the identification, recruitment and placement of industry professionals with manufacturers, distributors and builders. Brooke Chase Associates specializes in the following industries: Kitchen Cabinets Decorative Plumbing – faucets, sinks, toilets, tubs, whirlpool baths, hydrotherapy, spas, steam showers Rough Plumbing – pipe, valves, fittings HVAC – heating, ventilation & range hoods, air conditioning, water heaters and tankless water heaters, boilers Flooring – wood, laminate, tile, luxury vinyl tile, carpet Wood Products – cabinet & furniture components, architectural millwork, molding & trim, lumber, plywood, MDF, HDF, veneer Surface Materials – laminate, manufactured stone, acrylics, natural stone, solid surface Hardware – locks, hinges, door closers, slides, knobs, pulls Other Building Products – escape hatches, roofing, siding, insulation Other Products – specialty vehicles, boats Our list of clients has grown to become a virtual “Who’s Who” of both domestic and international firms for whom we have successfully recruited professionals. A testament to our success is that many of our clients have repeatedly utilized our services throughout our company’s history. We have one of the best “Completion” and “Retention Rates” in the industry. Many of our placed candidates have continued to contribute to the success of their company for as many as 10+ years, some for 25 years.

# Great Companies Start With Great People

When you're looking  
for great people, it's...



**Brooke Chase**  
ASSOCIATES, INC.  
EXECUTIVE SEARCH & RECRUITMENT

Contact Joe McElmeel, Chairman & CEO  
Brooke Chase Associates, Inc.  
941-479-6382 • [jmcelmeel@brookechase.com](mailto:jmcelmeel@brookechase.com)  
[www.brookechase.com](http://www.brookechase.com)

*We strategize, execute, and deliver. PERIOD.*



## Building Products, Kitchen and Bath Industry Recruiters.

Brooke Chase Associates is the premier executive search firm specializing in recruiting professionals within the Building Products, Kitchen and Bath Industry.

With one of the best Completion and Retention rates in the industry, we have been ranked by Forbes as one of "America's Best Executive Recruiting Firms" for three consecutive years.

Brooke Chase Associates is driven by a single principle:

***Successful companies start with successful people.***

<p>Location</p> <p>511 E. John Carpenter Freeway, Suite 507F Irving, TX www.bryantgrp.com/ (972) 739-6030 www.linkedin.com/company/bryant-group-building-powerful-teams-/</p>	<p>Leading Principals</p> <p>Sally Bryant, CEO; Chris Bingley, President</p>
<p>Year Established</p> <p>1988</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>6</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$165,000, \$203,500)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Council for Advancement and Support of Education, Association of Healthcare Philanthropy, Network of Nonprofit Search Consultants, Vistage, Convene</p>	<p>Fee Procedure</p> <p>Fixed</p>
<p>Off-Limits Policy</p> <p>We will never recruit a successful candidate who was placed at the client organization for as long as that individual is employed by the client organization. The organization's staff is off-limits for a minimum of one year following the conclusion of the search.</p>	<p>Average Time to Completion on Assignments</p> <p>15 weeks</p>
<p>Industry Focus</p> <p>Academia/Higher Education Healthcare HR/Diversity</p> <p>Non Profit</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Diversity, Equity &amp; Inclusion (DE+I)</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Executive Coaching Interim/Contingent Search Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>

Firm Overview

Bryant Group is an executive search and leadership consulting firm, passionate about changing lives through advancing great leadership. We serve our clients as a long-term strategy partner throughout the talent life cycle in three core ways: executive search & onboarding, individual & team leadership coaching, and interim leadership & talent strategy.



<p>Location</p> <p>Toronto, CA  <a href="http://www.caldwell.com">www.caldwell.com</a>  (888) 366-3827  <a href="http://www.linkedin.com/company/the-caldwell-partners/">www.linkedin.com/company/the-caldwell-partners/</a></p>	<p>Leading Principals</p> <p>John Wallace, CEO; Chris Beck, President &amp; CFO</p>																												
<p>Year Established</p> <p>1970</p>	<p>Estimated Revenue</p>																												
<p>Number of Recruiters</p> <p>52</p>	<p>Number of Offices</p> <p>20</p>																												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$180,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																												
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>We work on a retainer agreement by engagement. Our professional fee for our services is one-third of the total first-year actual compensation for the executive position. Compensation includes base salary, target bonus and any sign-on bonuses.</p>																												
<p>Off-Limits Policy</p> <p>We agree not to recruit candidates from clients for one year following a completed search engagement. It is against industry standards to put a candidate on more than one slate at once.</p>	<p>Average Time to Completion on Assignments</p>																												
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Life Sciences</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Government</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Insurance</td> </tr> <tr> <td>HR/Diversity</td> <td>Private Equity &amp; Venture Capital</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Academia/Higher Education	Life Sciences	Consumer Goods & Services	Legal/Compliance	Cleantech/Sustainability	Non Profit	Financial Services	Professional Services	Government	Technology	Healthcare	Insurance	HR/Diversity	Private Equity & Venture Capital	Industrial		<p>Functional Expertise</p> <table border="0"> <tr> <td>Board &amp; CEO</td> <td>Investor Relations &amp; Communications Officers</td> </tr> <tr> <td>Data, Digital &amp; Technology Officers</td> <td>Compliance, Risk &amp; Regulatory Officers</td> </tr> <tr> <td>Financial Officers</td> <td>Legal Officers</td> </tr> <tr> <td>Human Resource Officers</td> <td>Supply Chain &amp; Operations Officers</td> </tr> <tr> <td>Cyber Security Officers</td> <td></td> </tr> <tr> <td>Marketing &amp; Growth Officers</td> <td></td> </tr> </table>	Board & CEO	Investor Relations & Communications Officers	Data, Digital & Technology Officers	Compliance, Risk & Regulatory Officers	Financial Officers	Legal Officers	Human Resource Officers	Supply Chain & Operations Officers	Cyber Security Officers		Marketing & Growth Officers	
Academia/Higher Education	Life Sciences																												
Consumer Goods & Services	Legal/Compliance																												
Cleantech/Sustainability	Non Profit																												
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Healthcare	Insurance																												
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Financial Officers	Legal Officers																												
Human Resource Officers	Supply Chain & Operations Officers																												
Cyber Security Officers																													
Marketing & Growth Officers																													
<p>Areas of Service</p> <p>Executive &amp; Board level search  Professional Search  Organizational Effectiveness  Research &amp; Sourcing  Diversity, Equity &amp; Inclusion Advisory</p>	<p>Recently Completed Assignments</p> <p>Executive Director of The Doerr Institute for New Leaders; Chief Legal Officer at AIMCo; VP, Controller and Principal Accounting Officer at JetBlue; VP, Market Strategy &amp; Planning at Duracell; Chief Information Security Officer, West Fraser Timber Company; President, Star Furniture, a Berkshire Hathaway Company</p>																												

Firm Overview

Caldwell is a leading retained executive search firm connecting clients with transformational talent. Together with IQTalent, we are a technology-powered talent acquisition firm specializing in recruitment at all levels. Through the two distinct brands – Caldwell and IQTalent– the firm leverages the latest innovations in AI to offer an integrated spectrum of services delivered by teams with deep knowledge in their respective areas. Services include candidate research and sourcing through to full recruitment at the professional, executive and board levels, as well as a suite of talent strategy and assessment tools that can help clients hire the right people, then manage and inspire them to achieve maximum business results.



## Caldwell

**EXCEPTIONAL EXECUTIVE SEARCH. SUPERLATIVE CLIENT SATISFACTION.**

Combining the resources of a major international firm with the benefits of a boutique-style practice, leveraging real-time client and candidate portals and AI-based technology without the off-limits conflicts that restrict your access to the best talent – all with satisfaction scores that rival the world's most respected brands.

## TRANSFORMING THE WORLD OF TALENT



### QIQTALENT®

**YOUR ON-DEMAND RECRUITING PARTNER**

Candidate research and sourcing through to full recruitment on an hourly on-demand basis.



### Caldwell ANALYTICS

**UNLEASH THE POWER OF YOUR PEOPLE**

Talent strategy and assessment tools that can help you hire the right people, then manage and inspire them to achieve maximum business results.





<b>Location</b> Caliber Associates San Diego, CA <a href="http://www.caliberassociates.com">www.caliberassociates.com</a> (858) 354-1718 <a href="http://www.linkedin.com/company/caliber-associates/">www.linkedin.com/company/caliber-associates/</a>	<b>Leading Principals</b> Steven Hochberg, CEO
<b>Year Established</b> 1988	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 4	<b>Number of Offices</b> 3
<b>Lowest Salary Handled, Average Salary Handled</b> (\$300,000, \$500,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> BIO, Biocom, Regional Biotech Associations, San Diego Chamber of Commerce, Philadelphia Chamber of Commerce	<b>Fee Procedure</b>
<b>Off-Limits Policy</b> Clients are off-limits for a period of 12 months.	<b>Average Time to Completion on Assignments</b> 90-120 days
<b>Industry Focus</b> Life Sciences Biotechnology Pharmaceutical Medical Devices and Diagnostics	<b>Functional Expertise</b> C Suite Chief Executive Officer Chief Medical Officer Chief Business Officer Chief Scientific Officer Chief Commercial Officer Chief Financial Officer Board of Director Senior Vice President/Vice President
<b>Areas of Service</b> Executive Search Succession Planning Board Services Onboarding	<b>Recently Completed Assignments</b> Chief Executive Officer - Cquesta; Chief Medical Officer - Coherus Biosciences; Chief Financial Officer - HUYA Biosciences; Chief Executive Officer - Valitor; Vice President Global Team Leader Project Management - Sutro Biopharma; Vice President Business Development - Avidity Biosciences; Senior Vice President Manufacturing and Supply Chain - Aurinia Pharmaceuticals; Chief Scientific Officer - Atreca, Chief Business Officer - Oncternal Therapeutics, General Counsel - Inovio Pharmaceuticals

Firm Overview

Caliber Associates is a leading search firm supporting the life science sector with more than 35 years of deep experience building key leadership teams in the biopharmaceutical industry.

A glowing blue DNA double helix structure is the background for the central text. The helix is oriented vertically, with the strands crossing to form a triangular shape in the center.

# FINDING THE LEADERS WHO FIND THE CURES™

**Novel breakthroughs require bold leadership. Now celebrating our 35th year, Caliber Associates has recruited executives at the Board and C level, and strategic functional leaders for the most innovative companies in the life science sector.**

**We listen to our clients.**

**We develop a keen understanding of their vision and culture.**

**We find the leaders that transform our industry.**

**We deliver the results. That result is successfully completed searches.**

**FIND OUT MORE AT:  
[www.caliberassociates.com](http://www.caliberassociates.com)**

**Steve Hochberg, CEO  
(858) 354-1718  
[steve@caliberassociates.com](mailto:steve@caliberassociates.com)**



<b>Location</b> Austin, TX www.calibrate-strategies.com (817) 966-3549 www.linkedin.com/company/calibratestrategies/	<b>Leading Principals</b> Jennifer Johnson, CEO and Founder; David Schaefer, Managing Director of Leadership Advisory; Haley Revel, Managing Director, HR and Talent Management; Catherine Dapra, Managing Director, Executive Search - Talent Management
<b>Year Established</b> 2011	<b>Estimated Revenue</b> \$5m
<b>Number of Recruiters</b> 14 consultants and recruiters (excluding operations)	<b>Number of Offices</b> Remote
<b>Lowest Salary Handled, Average Salary Handled</b> (\$75,000, \$300,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> AESC, Women’s Business Enterprise National Council (WBENC), Legal Marketing Association (LMA).	<b>Fee Procedure</b> Retained, tiered fees at three phases during assignment.
<b>Off-Limits Policy</b> Case by case	<b>Average Time to Completion on Assignments</b> 4 months
<b>Industry Focus</b> Professional Services	<b>Functional Expertise</b> C Suite/President/Managing Partner      Human Resources Vice President                                      Marketing/Business Development Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer
<b>Areas of Service</b> Executive Search                                      Leadership Consulting/ Succession Planning                                      Development Culture Advisory/Culture Shaping                      Onboarding Board Services    Succession Planning Executive Coaching Interim/Contingent Search	<b>Recently Completed Assignments</b> Executive and C-level Placements (including two CEO); Competency Frameworks; Strategic Planning; Performance Management Planning; Professional Development Curriculum; Reporting; Analytics and Dashboard Development; Business Assessments

Firm Overview

Calibrate is a trusted executive search and organizational consultancy focused on helping law firms achieve operational excellence by optimizing their talent, processes, and performance. As an industry leader in advocating for business professionals in the business of law, Calibrate is comprised of former law firm and F100 professionals, and approaches each client’s engagement with an insider’s understanding of the industry and its challenges. Calibrate employs effective strategies with a tailored, high-touch service approach that results in smart and practical outcomes.



<p>Location</p> <p>460 Broome St 3rd Floor New York, NY www.calibreone.com www.linkedin.com/company/calibre-one</p>	<p>Leading Principals</p> <p>Tom Barnes, Managing Partner &amp; Chairman; James Brocket, Managing Partner; David Schumer, Managing Partner</p>												
<p>Year Established</p> <p>2000</p>	<p>Estimated Revenue</p>												
<p>Number of Recruiters</p> <p>56</p>	<p>Number of Offices</p> <p>3</p>												
<p>Lowest Salary Handled, Average Salary Handled (\$225,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>Transatlantic</p>												
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% of total first years. Split into three. Retainer, Shortlist, Completion.</p>												
<p>Off-Limits Policy</p> <p>12 months from the end of the last assignment</p>	<p>Average Time to Completion on Assignments</p> <p>75 days</p>												
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>HR/Diversity</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Life Sciences</td> <td>Technology</td> </tr> <tr> <td>Financial Services</td> <td>Legal/Compliance</td> <td></td> </tr> <tr> <td>Healthcare</td> <td>Professional Services</td> <td></td> </tr> </table>	Consumer Goods & Services	HR/Diversity	Sports, Media & Entertainment	Cleantech/Sustainability	Life Sciences	Technology	Financial Services	Legal/Compliance		Healthcare	Professional Services		<p>Functional Expertise</p>
Consumer Goods & Services	HR/Diversity	Sports, Media & Entertainment											
Cleantech/Sustainability	Life Sciences	Technology											
Financial Services	Legal/Compliance												
Healthcare	Professional Services												
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p>												

Firm Overview

Calibre One works with the builders of great companies– from iconic giants to VC and PE backed market pioneers – helping them to create diverse and high-performing leadership teams. For over 23 years we have operated from three principal hubs: San Francisco, New York and London. We also have offices in: Menlo Park, Los Angeles, San Diego, Chicago and Dallas. We are one of very few firms with a truly well-developed transatlantic presence. We pride ourselves as being small enough to provide a high-touch, partner-led service but as a well-established global firm we are also experts at helping tech-enabled companies to grow beyond their domestic markets and access leadership talent across the world.

<b>Location</b> 4500 Cameron Valley Parkway, Suite 325 Charlotte, NC <a href="http://www.cameroncarmichael.com">www.cameroncarmichael.com</a> (704) 364-3434 <a href="http://www.linkedin.com/company/cameron-carmichael/about/">www.linkedin.com/company/cameron-carmichael/about/</a>	<b>Leading Principals</b> Rich Campbell, Managing Director; Martin Godwin, Managing Director; Gary Green, Managing Director
<b>Year Established</b> 2010	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 6	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b> ACG, Private Directors Association, American College of Healthcare Executives	<b>Fee Procedure</b> <b>Retained</b>
<b>Off-Limits Policy</b> 2 years for client, lifetime for successful candidate	<b>Average Time to Completion on Assignments</b> 75 days
<b>Industry Focus</b> Private Equity Backed Companies Healthcare Family Owned	<b>Functional Expertise</b> CEO            COO CFO            CRO CMO            CHRO and key direct reports to the CEO
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b>

Firm Overview

Cameron Carmichael is a Charlotte, NC based retained executive search firm. Our partners have over 100 years of combined experience recruiting Board Members, CEO's, and their direct reports in private equity/venture capital backed, manufacturing/distribution, healthcare, B2B and B2C services, and technology companies.

<b>Location</b> 100 Kimball Pl Alpharetta, GA <a href="http://www.carterbaldwin.com">www.carterbaldwin.com</a> (678) 448-0000 <a href="http://www.linkedin.com/company/carterbaldwin/">www.linkedin.com/company/carterbaldwin/</a>	<b>Leading Principals</b> David Clapp, Managing Partner; Price Harding, Chairman; Jennifer Sobocinski, Founding Partner; Bill Peterson, Partner; Dave Sobocinski, Partner; Chris Guiney, Partner															
<b>Year Established</b> 2001	<b>Estimated Revenue</b> \$15m															
<b>Number of Recruiters</b> 12	<b>Number of Offices</b> 2															
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$350,000)	<b>Geographical Concentration</b> Global															
<b>Professional Memberships</b> National Association of Independent Schools (NAIS), Southern Association of Independent Schools (SAIS), Council for Christian Colleges & Universities (CCCU)	<b>Fee Procedure</b> Retained															
<b>Off-Limits Policy</b> All clients for a minimum of one year from date of last hire	<b>Average Time to Completion on Assignments</b> 90 days															
<b>Industry Focus</b> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Non Profit</td> <td>Infrastructure;</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> <td>Secondary/Higher</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> <td>Education; K-12</td> </tr> <tr> <td>HR/Diversity</td> <td>Energy</td> <td>Schools</td> </tr> <tr> <td>Industrial</td> <td></td> <td></td> </tr> </table>	Academia/Higher Education	Non Profit	Infrastructure;	Consumer Goods & Services	Professional Services	Secondary/Higher	Financial Services	Technology	Education; K-12	HR/Diversity	Energy	Schools	Industrial			<b>Functional Expertise</b> All Functions Non-Executive Board
Academia/Higher Education	Non Profit	Infrastructure;														
Consumer Goods & Services	Professional Services	Secondary/Higher														
Financial Services	Technology	Education; K-12														
HR/Diversity	Energy	Schools														
Industrial																
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Succession Planning	<b>Recently Completed Assignments</b>															

Firm Overview

CarterBaldwin is an executive search firm that partners with corporate, nonprofit, and academic clients to build exceptional leadership teams. They pride themselves on having a highly experienced staff, an unrivaled search process, and an exceptional client and candidate experience. The firm is listed among a variety of rankings published by Hunt Scanlon Media, including its Top 50, Private Equity Power 100, and Top 50 Higher Education Search Firms.



# Cause Leadership

<p>Location</p> <p>Toronto, ON  causeleadership.com/  (416) 499-6621  www.linkedin.com/company/causeleadershipinc/</p>	<p>Leading Principals</p> <p>David Hutchinson, President &amp; CEO; Jim Foster, Chief Operating Officer</p>
<p>Year Established</p> <p>1982</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$80,000, \$120,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retainer</p>
<p>Off-Limits Policy</p> <p>None</p>	<p>Average Time to Completion on Assignments</p> <p>60 to 90 days</p>
<p>Industry Focus</p> <p>Academia/Higher Education  Cleantech/Sustainability  Healthcare</p> <p>HR/Diversity Non Profit  B Corps  Non Profit Technology</p> <p>Corporate ESG  Social Enterprise</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner  Vice President  Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</p> <p>Chief Information Security Officer/  Cybersecurity</p>
<p>Areas of Service</p> <p>Executive Search  Succession Planning  Outplacement  Board Services  Executive Coaching</p> <p>Interim/Contingent Search  Leadership Consulting/  Development  Onboarding</p>	<p>Recently Completed Assignments</p>

## Firm Overview

Retained Executive Search and Leadership Consultants. Advancing Impact-Focused Organizations and Initiatives to find uniquely qualified leaders through our fully managed search process.



<p>Location</p> <p>700 W. 47th St., Suite 1100          Kansas City, MO 64112  <a href="http://www.cbiz.com">www.cbiz.com</a>          (212) 790-5700  <a href="http://www.linkedin.com/company/efl-associates-a-cbiz-company">www.linkedin.com/company/efl-associates-a-cbiz-company</a></p>	<p>Leading Principals</p> <p>Jay Meschke, President; Ed Rataj, Managing Director, Compensation Consulting &amp; Litigation Support Practices; Angie Salmon, Senior Vice President CBIZ Benefits &amp; Insurance Services; Steve Waldron, Managing Director – Legal Practice and Higher Education Practice; Leslie Shaw, Executive Vice President</p>
<p>Year Established</p> <p>1978</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>9</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Academia/Higher Education          Consumer Goods &amp; Services          Financial Services          Government          Healthcare          Industrial          Life Sciences</p> <p>Legal/Compliance          Non Profit          Professional Services          Sports, Media &amp; Entertainment          Technology          Private Equity</p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p>Retained Executive Search          Compensation Consulting          Contingency Search          Career Transition Services          Coaching Clearinghouse          Interim Search</p> <p>Succession Planning          Pre-Search Planning          Competitive Intelligence          Crisis Management          Employee Retention</p>	<p>Recently Completed Assignments</p> <p>Amelia Earhart Hanger Museum Executive Director Atchison, KS; Baylor University Investment Officer Waco, TX; Colorado Department of Human Services Chief Human Resources Officer Denver, CO; Copaken Brooks Chief Financial Officer Kansas City, MO; Fort Hays State University Dean of the College Arts, Humanities, and Social Science Hays, KS</p>

Firm Overview

CBIZ EFL Associates, a division of CBIZ Talent & Compensation Solutions, is a trusted business consultancy - providing expert counsel, market intelligence, and process guidance which help organizations identify, attract, reward, develop, and retain quality talent.





# CBIZ

## Tackling Business Challenges with Comprehensive Leadership Consulting Solutions



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completed  
searches



Primary offices:  
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search firms



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we close searches

40 days  
quicker than  
the industry



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of executive search  
& leadership consulting  
experience

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Learn More 

# CBK PARTNERS

<b>Location</b> 156 West 56th Street, 18th Floor New York, NY www.cbkpartners.com (212) 755-7051 www.linkedin.com/company/cbkpartners/about/	<b>Leading Principals</b> Julie Choi, CEO; Sumi Kang, President
<b>Year Established</b> 1999	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 5	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$400,000, \$500,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retainer and Success Fee= 33.3% of total comp
<b>Off-Limits Policy</b> Off-limits for 2 years after the last completed engagement	<b>Average Time to Completion on Assignments</b> 90 days
<b>Industry Focus</b> Financial Services                      Corporate Development Investment Banking                      Board Private Equity Strategy	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Managing Director Partner
<b>Areas of Service</b> Executive Search Succession Planning Diversity Board Services Leadership Assessment	<b>Recently Completed Assignments</b> Public company (NYSE) CFO, Fortune 500 (DEI hire); Public company (NYSE) CFO, Top 3 Wall Street Firm; Partner, Co-Head of Technology Banking; Investment Partner, Digital Infrastructure Fund; Director of Corporate Finance, Fintech start up; Partner, Global Head of Renewables; Director (NYSE), Fortune 500 company; Partner, Software Banking; CEO; 1 Institutional Equities Business; Partner, Global Head of ECM; Partner, Biopharma

## Firm Overview

CBK Partners is an award-winning strategic talent advisory firm. We provide wide-ranging advisory services including planning for succession, diversifying boards, developing leadership, and attracting and retaining great talent. Our practice largely focuses on high profile searches in the corporate finance ecosystem across all sectors. We leverage deep relationships with business leaders, independent directors, investors and innovators. CBK Partners was recognized by the American Business Awards and took top place in the categories of Company of the Year, Executive of the Year, Most Innovative Company of the Year, and Woman of the Year, for Business and Professional Services. Our work is defined by multi-year partnerships with clients to successfully drive their revenue growth, shareholder and stakeholder value.



<b>Location</b> 299 N. Greene Street Greensboro, NC <a href="http://charlesaris.com/">charlesaris.com/</a> (336) 378-1818 <a href="http://www.linkedin.com/company/charles-aris-inc/">www.linkedin.com/company/charles-aris-inc/</a>	<b>Leading Principals</b> Chad Oakley, CEO; Allen Oakley, President and COO
<b>Year Established</b> 1969	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 62	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$278,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Intersearch	<b>Fee Procedure</b> 30% of base salary plus target bonus
<b>Off-Limits Policy</b> 12 months	<b>Average Time to Completion on Assignments</b> 111 days
<b>Industry Focus</b> Professional Services	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Analysts Associates
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b>

Firm Overview

quickly identifies and delivers world-class leaders who are qualified, available and interested in enhancing your organization. Over the past 10 years, we've achieved an interview-to-hire ratio of 3.09:1 and a three-year candidate retention rate of 81%. Clients choose and return to Charles Aris for our expertise, execution, pinpoint deliverables and focus on cultural fit, and have been doing so since our founding in 1969. Our services and experience ensure that your hiring needs are met with the best talent in your marketplace. When you work with us, you will partner with one of our functional recruiting practices to ensure you're greeted by a team member with robust experience in the type of role you're seeking to fill. Within our functional practices, you will also work with team members who have experience finding talent in your organization's specific industry.

# ChartwellPartners

<p>Location</p> <p>300 Crescent Court, Suite 1425 Dallas, TX www.chartwellpartners.com (214) 269-1900 www.linkedin.com/company/chartwell-partners/mycompany/</p>	<p>Leading Principals</p> <p>Julie Bell, PhD; Amy Bottoms, Partner; Mike DeSantis, Partner; Sara Hagar, Partner; Sean O'Neal, Partner</p>								
<p>Year Established</p> <p>2005</p>	<p>Estimated Revenue</p>								
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>4</p>								
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>National</p>								
<p>Professional Memberships</p> <p>HIMSS, SHRM, HFMA, Women in Business (WIB), Life Sciences Cares</p>	<p>Fee Procedure</p> <p>Standard at 33.3% of total cash compensation invoiced at 0,30,60 days. We can extend terms if needed.</p>								
<p>Off-Limits Policy</p> <p>Standard at one-year from date of completion</p>	<p>Average Time to Completion on Assignments</p> <p>94 days</p>								
<p>Industry Focus</p> <table border="0"> <tr> <td>Financial Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Healthcare</td> <td>Professional Services</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> <tr> <td>Life Sciences</td> <td>Real Estate</td> </tr> </table>	Financial Services	Legal/Compliance	Healthcare	Professional Services	HR/Diversity	Technology	Life Sciences	Real Estate	<p>Functional Expertise</p>
Financial Services	Legal/Compliance								
Healthcare	Professional Services								
HR/Diversity	Technology								
Life Sciences	Real Estate								
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Executive Coaching</p>	<p>Recently Completed Assignments</p>								

## Firm Overview

Chartwell Partners is a retained Executive Search and Leadership Advisory firm focused on identifying and recruiting senior executives and Board members for clients in four specific industries: Biopharmaceuticals, Healthcare Services, Financial Services and Real Estate.



<b>Location</b> 99 Wall Street #3901 New York, NY 10005 gocmrg.com (929) 244-8778 www.linkedin.com/company/go-cmrg	<b>Leading Principals</b> Crystal McKinsey, Founder & CEO
<b>Year Established</b> 2018	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 9	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> Education#Healthcare#Senior Living#Health+ Fitness
<b>Industry Focus</b> Tech + IT Human Resources CPG + Retail Finance	<b>Functional Expertise</b> Executive Searches Engineering Hospitality Manufacturing
<b>Areas of Service</b> Executive Search Employer Branding Contingency Recruitment	<b>Recently Completed Assignments</b>

Firm Overview

Crystal McKinsey founded Creative Marketing + Recruitment Group, CMRG, as an all-inclusive marketing and talent acquisition firm with the vision of bringing C-level marketing recruitment and talent strategy consulting to businesses of all sizes.

Recognized as a top employer branding and recruitment company, CMRG serves small business, mid-market, and enterprise clients in the private equity, manufacturing, hospitality, engineering, education, senior living, finance, technology, CPG, retail, and healthcare sectors (among others).

# COLEMAN LEW CANNY BOWEN

<b>Location</b> Coleman Lew Canny Bowen 667 Madison Ave 5th Floor New York, NY <a href="http://clcbsearch.com/">clcbsearch.com/</a> <a href="http://www.linkedin.com/company/colemanlewcannybowen/">www.linkedin.com/company/colemanlewcannybowen/</a>	<b>Leading Principals</b> Shana Plott, Chief Executive Officer; Greg Gabel, President; Jonas Hedin, Managing Partner
<b>Year Established</b> 1954	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b> AESC, Association of Executive Search Consultants	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> Academia/Higher Education      Healthcare      Legal/Compliance Consumer Goods & Services      HR/Diversity      Non Profit Financial Services      Industrial      Professional Services Government      Life Sciences      Technology	<b>Functional Expertise</b> <b>All Functions</b>
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b>

## Firm Overview

Coleman Lew Canny Bowen (CLCB), located in Charlotte, NC, and New York, NY, is a retained executive search firm that has served clients since 1954. We specialize in recruiting executive management talent for organizations throughout the United States. We have proven experience recruiting CEOs, presidents, CFOs, directors, and other senior level professionals for a wide variety of public, private, and international organizations. Because we are a generalist firm, we have a diversity of work experiences that contribute to a balanced, thorough search process. Therefore, we offer a broad perspective and wide network through which to identify and recruit superior executive and leadership talent. CLCB is a member of the Association of Executive Search Consultants (AESC), a select group of approximately 250 national/international search firms. We adhere to the strict ethical principles set forth in its "Professional Practice Guidelines and Code of Ethics." CLCB is also a member of Penrhyn International, a worldwide partnership of independent executive search consulting firms working together to provide the highest standards of service in international assignments.



<p>Location</p> <p>800 Battery Ave. SE, Suite 100 Atlanta, GA collegesportssolutions.com (678) 383-4541</p>	<p>Leading Principals</p> <p>Jeff Schemmel, Founder and CEO</p>								
<p>Year Established</p> <p>2013</p>	<p>Estimated Revenue</p>								
<p>Number of Recruiters</p> <p>22 Consultants/Staff</p>	<p>Number of Offices</p> <p>1</p>								
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$75,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>National</p>								
<p>Professional Memberships</p> <p>NCAA, NACDA, Women in College Sports</p>	<p>Fee Procedure</p> <p>Typically flat fee per project</p>								
<p>Off-Limits Policy</p> <p>We only work in college sports.</p>	<p>Average Time to Completion on Assignments</p> <p>Project dependent. 30 days and up.</p>								
<p>Industry Focus</p> <p>College Sports Consulting</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Chief Marketing Officer</td> </tr> <tr> <td>Vice President</td> <td>Chief Development/Advancement Officer</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Chief Financial Officer</td> </tr> <tr> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> <td>Artistic Director</td> </tr> </table>	C Suite/President/Managing Partner	Chief Marketing Officer	Vice President	Chief Development/Advancement Officer	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Financial Officer	Diversity, Equity & Inclusion (DE+I)	Artistic Director
C Suite/President/Managing Partner	Chief Marketing Officer								
Vice President	Chief Development/Advancement Officer								
Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Financial Officer								
Diversity, Equity & Inclusion (DE+I)	Artistic Director								
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Executive Coaching Interim/Contingent Search Leadership Consulting/Development Succession Planning</p>	<p>Recently Completed Assignments</p>								

Firm Overview

College Sports Solutions (CSS) is a leading full-service and integrated provider of collegiate athletic consulting, strategies and solutions to universities, intercollegiate conferences, and collegiate organizations. CSS provides comprehensive assessments and evaluations of collegiate athletic departments, including organization, staffing, operations, risk management, compliance, investigations and infractions, academics, fundraising, branding and marketing, priority seating, crisis and media management, student-athlete welfare and experience, Title IX/gender equity, championship event planning, coach and administrator executive search services, NCAA reclassification, conference affiliation, and facilities reviews.



<p>Location</p> <p>P.O. Box 2126 Naples, FL 34106  <a href="http://www.comharparters.com">www.comharparters.com</a>  (239) 544-9000  <a href="http://www.linkedin.com/company/comharparters">www.linkedin.com/company/comharparters</a></p>	<p>Leading Principals</p> <p>Bernard Layton, Managing Director; Peter Meder, Managing Director; Paul Herrerias, Managing Director; Nick Layton, Managing Director; Morgan Layton, Managing Director</p>														
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p> <p>\$5m</p>														
<p>Number of Recruiters</p> <p>11</p>	<p>Number of Offices</p> <p>6</p>														
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$65,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>National</p>														
<p>Professional Memberships</p> <p>American College Healthcare Executives (ACHE), Healthcare Financial Management Association (HFMA), Association for Corporate Growth (ACG), Private Directors Association (PDA),</p>	<p>Fee Procedure</p> <p>33.3% of the total first-year cash compensation, inclusive of base salary, sign-on bonus and target incentive bonus (no stock options or equity).</p>														
<p>Off-Limits Policy</p> <p>With a client company, off-limits is a year and for the candidate placement, it's the lifetime of employment at the client company.</p>	<p>Average Time to Completion on Assignments</p> <p>80 days</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Consumer Goods & Services	Non Profit	Financial Services	Professional Services	Healthcare	Technology	Industrial		<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Human Resources</td> </tr> <tr> <td>Vice President</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Chief Information Security Officer/Cybersecurity Board</td> </tr> </table>	C Suite/President/Managing Partner	Human Resources	Vice President	Diversity, Equity & Inclusion (DE+I)	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Information Security Officer/Cybersecurity Board
Consumer Goods & Services	Non Profit														
Financial Services	Professional Services														
Healthcare	Technology														
Industrial															
C Suite/President/Managing Partner	Human Resources														
Vice President	Diversity, Equity & Inclusion (DE+I)														
Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Information Security Officer/Cybersecurity Board														
<p>Areas of Service</p> <p>Executive Search  Culture Advisory/Culture Shaping  Diversity, Equity + Inclusion  Board Services  Executive Coaching  Onboarding</p>	<p>Recently Completed Assignments</p>														

Firm Overview

Comhar Partners was formed with the purpose of having all of the capabilities of larger firms while being nimbler and more entrepreneurial in the marketplace; exhibited by our people, our process, and technology. Our service offerings include Executive Search, Professional Recruiting, and Talent Advisory Services. Our mission is to connect our clients with the top talent in their industry, through personalized attention and customized solutions, in order to facilitate their growth and success.





<p>Location</p> <p>775 E. Blithedale Ave. #395 Mill Valley, CA www.cooksilverman.com (415) 342-2444 www.linkedin.com/company/15091212/admin/feed/posts/</p>	<p>Leading Principals</p> <p>Victoria Schiff Silverman, Managing Founder and CEO; Darcie Taylor, Assoc. Managing Director</p>
<p>Year Established</p> <p>2000</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>11</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$75,000, \$175,000)</p>	<p>Geographical Concentration</p> <p>Regional</p>
<p>Professional Memberships</p> <p>Network for Nonprofit Search Consultants, Women of Color in Philanthropy, Association of Fundraising Professionals, Development Executives Roundtable</p>	<p>Fee Procedure</p> <p>Fixed Fee</p>
<p>Off-Limits Policy</p> <p>2 years</p>	<p>Average Time to Completion on Assignments</p> <p>14-16 weeks from public launch to hire</p>
<p>Industry Focus</p> <p>Non Profit</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      Technology and Engineering (broadly) Vice President                                      Product Management Chief Information Security Officer/          UX/Design Cybersecurity</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Culture Advisory/Culture Shaping Executive Coaching</p>	<p>Recently Completed Assignments</p> <p>East Bay Community Foundation; SFFILM Morgan Autism Center; Earth Island Institute; Washington Hospital Healthcare Foundation; The Unity Council San Francisco Public Health Foundation; California Ocean Science Trust; Golden Gate National Parks Conservancy; Spirit Rock Meditation Center</p>

Firm Overview

Cook Silverman Search is a retained search firm focused on senior executive positions for nonprofit organizations. Our client base represents a broad range of organizations, including independent schools, universities, conservation and environmental organizations, health care, social service, social justice, museums, science, animal welfare, faith-based organizations, and the arts. We are committed to providing ethical and exceptional service to every client we serve. We know thousands of professionals in nonprofit organizations throughout the United States, enabling us to help connect the best candidates with the right positions. With over 450 searches successfully completed in the last twenty plus years, Cook Silverman has a long record of success. Cook Silverman takes our role in combating the discriminatory factors that influence barriers many of our candidate's face very seriously. These include barriers influenced by historical and institutional factors, particularly racial bias and the gender gap. We approach our work by acknowledging and valuing the intersections of race/ethnicity, age, sexual orientation, gender identity and expression, national origin, and ability. We are committed to a nondiscriminatory approach and provide equal opportunity for candidates in all of our search efforts.



<p>Location</p> <p>318 W Adams St, Suite 1811 Chicago, IL www.coopercoleman.com (312) 380-9384 linkedin.com/company/coopercoleman</p>	<p>Leading Principals</p> <p>Johnny Cooper MPA, CFRE, Founder + CEO; Bill Coleman MBA, M.Ed., Co-Founder + Principal</p>
<p>Year Established</p> <p>2020</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>11</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Network of Nonprofit Search Consultants</p>	<p>Fee Procedure</p> <p>Performance-based fee procedure: One-third (33%) of fee is invoiced at signing of the agreement; one-third (34%) is invoiced following an approved slate of candidates; the balance is invoiced upon the chosen candidate's signed offer of employment, based on the final offer.</p>
<p>Off-Limits Policy</p> <p>24 months</p>	<p>Average Time to Completion on Assignments</p> <p>15 weeks</p>
<p>Industry Focus</p> <p>Academia/Higher Education      Social Impact (e.g. B-corps) Healthcare HR/Diversity Non Profit</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>President + CEO, Interact For Health; Chief Executive Officer; BootUp Professional Development; Executive Director; CAMP Rehoboth Community Center; Executive Director; Hack the Hood; Vice President + Chief Operating Officer; AIDS United; Chief Executive Officer for The Montrose Center.</p>

Firm Overview

Cooper Coleman is a full-service recruitment and consulting firm specializing in nonprofit organizations; foundations; and arts, culture, research, and academic institutions. Established by a team of experienced nonprofit and executive search professionals, we help charitable organizations move forward, elevating their personnel, mission, and overall impact. With extensive backgrounds in both corporate and nonprofit retained search, as well as in-house development and executive leadership, we leverage a talented cadre of search consultants, organizational development experts, front-line fundraisers and strategists, event producers, communicators, marketers, and designers to provide unwavering support to your organization.

## Executive Search + Strategy for the Social Sector

MOVING ORGANIZATIONS **FORWARD** BY IDENTIFYING DURABLE, ACTIONABLE SOLUTIONS TO DRIVE POSITIVE CHANGE IN THE WORLD.

### » Retained Executive Search

- » CxO
- » Finance + Operations
- » Development
- » Marketing
- » Communications
- » Board Leadership



Cooper Coleman eBook

### » What Makes Us Different?

- » We exclusively serve social impact and nonprofit organizations
- » We represent clients as they would themselves
- » Our discovery is in-depth, far-reaching, and rigorous
- » We prioritize the respect and dignity of all candidates—chosen or not
- » Our genuine commitment to diversity, equity, inclusion, and access
- » Proud Certified LGBT Business Enterprise



Cooper Coleman is a national boutique retained executive search and consulting firm specializing in nonprofit organizations, foundations, academic and healthcare institutions, and legal and advocacy organizations.

**To learn more, scan here to visit our website and download our ebook.**



<p>Location</p> <p>1862 Independence Square, Suite B Atlanta, GA 30338 www.cornerstone-group.com (770) 395-7225 www.linkedin.com/company/cornerstone-international-group/</p>	<p>Leading Principals</p> <p>www.cornerstone-group.com/our-team/</p>																																												
<p>Year Established</p> <p>1989</p>	<p>Estimated Revenue</p>																																												
<p>Number of Recruiters</p> <p>225</p>	<p>Number of Offices</p> <p>60</p>																																												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$170,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																																												
<p>Professional Memberships</p> <p>Association of Executive Search Consultants ( AESC ) &amp; executive coaches are all ICF accredited.</p>	<p>Fee Procedure</p> <p>Three payments based on agreed milestones and total fee</p>																																												
<p>Off-Limits Policy</p> <p>Client organizations are off limits for two years from the last assignment. We do not recruit individuals we have placed at an organization out of that organization.</p>	<p>Average Time to Completion on Assignments</p> <p>35 working days with shortlist and benchmark candidates at the 15th work day</p>																																												
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Healthcare</td> <td>Non Profit</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>HR/Diversity</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Industrial</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Government</td> <td>Life Sciences</td> <td>Technology</td> </tr> </table>	Consumer Goods & Services	Healthcare	Non Profit	Cleantech/Sustainability	HR/Diversity	Professional Services	Financial Services	Industrial	Sports, Media & Entertainment	Government	Life Sciences	Technology	<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>Marketing</td> </tr> <tr> <td>Finance &amp; Financial Planning</td> <td>Managerial Operations</td> </tr> <tr> <td>Accounting</td> <td>Operations</td> </tr> <tr> <td>Analysts</td> <td>Product Management</td> </tr> <tr> <td>Bookkeeping</td> <td>Portfolio Management</td> </tr> <tr> <td>Controlling</td> <td>Project Management</td> </tr> <tr> <td>CFO</td> <td>Risk Management ; Sales:</td> </tr> <tr> <td>Financial Planners (CFP)</td> <td>Account Management</td> </tr> <tr> <td>FP&amp;A</td> <td>Business Development</td> </tr> <tr> <td>Private Client &amp; Wealth Management Associates</td> <td>Relationship Management</td> </tr> <tr> <td>C-Suite/Executive Level</td> <td>Sales (Individual Contributor)</td> </tr> <tr> <td>Client Service</td> <td>Inside Sales (SDRs)</td> </tr> <tr> <td>Compliance</td> <td>Sales Management/Leadership</td> </tr> <tr> <td>Information Technology (IT)</td> <td></td> </tr> <tr> <td>Investment Banking</td> <td></td> </tr> <tr> <td>Investments</td> <td></td> </tr> </table>	All Functions	Marketing	Finance & Financial Planning	Managerial Operations	Accounting	Operations	Analysts	Product Management	Bookkeeping	Portfolio Management	Controlling	Project Management	CFO	Risk Management ; Sales:	Financial Planners (CFP)	Account Management	FP&A	Business Development	Private Client & Wealth Management Associates	Relationship Management	C-Suite/Executive Level	Sales (Individual Contributor)	Client Service	Inside Sales (SDRs)	Compliance	Sales Management/Leadership	Information Technology (IT)		Investment Banking		Investments	
Consumer Goods & Services	Healthcare	Non Profit																																											
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Firm Overview

Cornerstone International Group was founded in 1989 and is a recognized HR partner globally by Forbes and AESC. With 60 offices in 40 countries and regions, we enable our clients to succeed locally and grow worldwide. Executive Search, Coaching Managers to Leaders, and Career Transition Support are the critical business solutions we provide. When you ADD CORNERSTONE, you ADD GROWTH.

<p>Location 350 Main Street Chatham, NJ 07928 www.Cornerstonesg.com (973) 656-0220 www.linkedin.com/company/cornerstone-search-group/</p>	<p>Leading Principals Steven Raz, CEO</p>																								
<p>Year Established 2000</p>	<p>Estimated Revenue</p>																								
<p>Number of Recruiters</p>	<p>Number of Offices</p>																								
<p>Lowest Salary Handled, Average Salary Handled (\$200,000, N/A)</p>	<p>Geographical Concentration National</p>																								
<p>Professional Memberships SHRM, BioNJ</p>	<p>Fee Procedure Retained Executive Search and Customized Scaling Hiring Solutions Project Based Work</p>																								
<p>Off-Limits Policy 1 year</p>	<p>Average Time to Completion on Assignments 90 days</p>																								
<p>Industry Focus Biotech &amp; Pharma Life Sciences</p>	<p>Functional Expertise</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">CEO</td> <td style="width: 50%;">Drug Safety/PV</td> </tr> <tr> <td>CSO</td> <td>HEOR</td> </tr> <tr> <td>CMO</td> <td>HR/Talent Acquisition</td> </tr> <tr> <td>CCO</td> <td>Legal</td> </tr> <tr> <td>CFO</td> <td>Market Access</td> </tr> <tr> <td>CHRO</td> <td>Medical Affairs</td> </tr> <tr> <td>Physician Leadership</td> <td>Manufacturing</td> </tr> <tr> <td>Pre-Clinical and Translational</td> <td>Project Management</td> </tr> <tr> <td>Clinical Development</td> <td>Regulatory</td> </tr> <tr> <td>Clinical Operations</td> <td>RWE</td> </tr> <tr> <td>Commercial</td> <td>Quality</td> </tr> <tr> <td>Data Sciences</td> <td>Scientists</td> </tr> </table>	CEO	Drug Safety/PV	CSO	HEOR	CMO	HR/Talent Acquisition	CCO	Legal	CFO	Market Access	CHRO	Medical Affairs	Physician Leadership	Manufacturing	Pre-Clinical and Translational	Project Management	Clinical Development	Regulatory	Clinical Operations	RWE	Commercial	Quality	Data Sciences	Scientists
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Executive Search	Leadership Consulting/																								
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Interim/Contingent Search																									

Firm Overview

Cornerstone has lived and breathed strictly life sciences since 2000 and has had the opportunity to work alongside countless diverse organizations of every shape and size: start-up, private equity/venture capital, biotech, pharma, generics, non-profits and international. As your executive search consultant, Cornerstone offers a diverse, nimble search firm that adapts to your specific needs. Our customized services include Executive Search, Growth/Expansion Build-outs, Talent/Market Mapping and Leadership & Development Assessment and Training.

**CORNERSTONE**  
SEARCH GROUP, LLC



BUILDING BETTER COMPANIES.  
BUILDING BETTER CAREERS.®

# Life Sciences Executive Search in the Biotechnology & Pharmaceutical Industry.

Cornerstone Search Group is a “boutique” Life Sciences Executive Search Firm focused on helping pharmaceutical, biotechnology, generic and medical device companies with their critical searches at the C-level, VP-level, and Director-levels throughout the world.

**CONTACT US**    973-656-0220    |    [cornerstonesg.com](http://cornerstonesg.com)    |    Chatham, NJ

<p>Location</p> <p>Sarasota, FL corsicateam.com www.linkedin.com/company/corsica-partners</p>	<p>Leading Principals</p> <p>Dan Veitkus, Managing Partner; Jil Dasher, Managing Director; Chris Benz, Managing Director</p>																										
<p>Year Established</p> <p>2006</p>	<p>Estimated Revenue</p>																										
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>1</p>																										
<p>Lowest Salary Handled, Average Salary Handled (\$250,000, \$350,000-\$500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																										
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>																										
<p>Off-Limits Policy</p> <p>24 months</p>	<p>Average Time to Completion on Assignments</p> <p>Less than 75 days</p>																										
<p>Industry Focus</p> <p>Healthcare                      Technology HR/Diversity                      Ed Tech Life Sciences Professional Services</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>CMO</td> </tr> <tr> <td>Vice President</td> <td>CRO</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Post Sales</td> </tr> <tr> <td>Legal/Compliance</td> <td>CFO</td> </tr> <tr> <td>Human Resources</td> <td>General Counsel (GC)</td> </tr> <tr> <td>Chief Information Security Officer/Cybersecurity</td> <td>CEO</td> </tr> <tr> <td>CTO</td> <td>COO</td> </tr> <tr> <td>CIO</td> <td>President</td> </tr> <tr> <td>Digital</td> <td>GM</td> </tr> <tr> <td>Data</td> <td>Board</td> </tr> <tr> <td>CPO</td> <td>General Partners</td> </tr> <tr> <td></td> <td>Operating Partners</td> </tr> <tr> <td></td> <td>Investor Relations.</td> </tr> </table>	C Suite/President/Managing Partner	CMO	Vice President	CRO	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Post Sales	Legal/Compliance	CFO	Human Resources	General Counsel (GC)	Chief Information Security Officer/Cybersecurity	CEO	CTO	COO	CIO	President	Digital	GM	Data	Board	CPO	General Partners		Operating Partners		Investor Relations.
C Suite/President/Managing Partner	CMO																										
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	Operating Partners																										
	Investor Relations.																										
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>Chief Executive Officer – PaaS/EdTech (PE Backed); Chief Executive Officer – Life Sciences/Services (PE Backed) ;Chief Executive Officer - Cybersecurity/MSSP (PE Backed); President/COO - SaaS/Retail (PE Backed); President - Healthcare IT PaaS/SaaS (PE Backed); President - Fintech SaaS/Services (PE Backed); President - EdTech (PE Backed)</p>																										

Firm Overview

Corsica Partners serves as a trusted, boutique executive search firm to discerning Venture and Private Equity backed firms and their portfolio of companies in the technology sector. We recruit exceptional leadership talent, evaluate and develop high potential individuals and scale companies effectively and efficiently through our agile RPO program. We offer the following services to clients: \* Retained, Executive Search \* C-Suite Talent Pipeline Development \* Executive Coaching and Growth Advisory Services Corsica Partners was founded in 2006 on the premise that there is no substitute for actual operating experience. Our partners are former operating executives who spent decades in real world operating roles, uniquely positioning us to apply practical insights, perspectives and functional expertise with an unparalleled track record in executive search and coaching. The result is a high-value experience for our clients and discerning candidates. We underscore our relentless commitment to deliver positive outcomes with uncompromising integrity - the very foundation required to build a relationship with our clients that is best described as trusted advisors. Whether your profile is early stage or high growth, you're at the crossroads of a transformation or you simply desire to experience a better executive search and coaching outcome, we invite you to put the Corsica Advantage™ to work for you. For more information, please contact us at info@corsicateam.com



## Executives Who Do Executive Search



EXECUTIVE SEARCH | RECRUITMENT PROCESS OUTSOURCING (RPO)

**The most successful executives aren't looking for new opportunities. As former operating executives we possess the experience, expertise and networks to attract high performing leaders on behalf of our clients.**

[LEARN MORE](#)



# Coulter:Partners

<p>Location</p> <p>222 Third St, Suite 2244 Cambridge, MA www.coulterpartners.com (857) 702-2132 www.linkedin.com/company/coulter-partners</p>	<p>Leading Principals</p> <p>Bianca Coulter, CEO; Joe Coulter, COO; Nicholas Green, Managing Partner; Graham Johnson, Managing Partner; Dr Kay Wardle, Managing Partner</p>
<p>Year Established</p> <p>2003</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>120</p>	<p>Number of Offices</p> <p>14</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>AESC Various Life science industry associations</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Cleantech/Sustainability Life Sciences Technology</p>	<p>Functional Expertise</p> <p>Legal/Compliance</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>

## Firm Overview

We have grown our expert global team of exceptional, diverse specialists who understand leadership, science, technology, financing and innovation. We bring our clients all kinds of leadership experts who share a passion for driving positive global change, connecting the most pioneering talent in our sectors.



<b>Location</b> 14 Wall Street New York, NY cowenpartners.com www.linkedin.com/company/cowen-partners	<b>Leading Principals</b> Shawn Cole, President and Co-Founder; Ash Wendt, President and Co-Founder
<b>Year Established</b> 2017	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 5	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$300,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b> 2 years	<b>Average Time to Completion on Assignments</b> 38 days
<b>Industry Focus</b> Consumer Goods & Services Financial Services Healthcare HR/Diversity Industrial Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Real Estate Private Equity Manufacturing	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Diversity, Equity + Inclusion Board Services	<b>Recently Completed Assignments</b>

Firm Overview

At Cowen Partners, we stand at the forefront of the executive search industry, empowering companies to thrive and excel in their growth, revenue, and market presence. We specialize in identifying exceptional leaders and placing them in key positions to drive success. Our team of seasoned executive recruiters collaborates with organizations of all sizes, encompassing both public and private enterprises, pre-IPO ventures, and non-profit entities. Through a meticulous and discerning approach, we unite handpicked candidates, with companies in pursuit of the most exceptional executive talent, representing the top 1%. With the support of our experienced senior partners, we execute a diligent and efficient executive search process, ensuring leadership placements within a remarkable six-week timeframe.

## Get Lightning-Fast Placement of Elite Talent from a Top Executive Search Firm

At Cowen Partners, we stand at the forefront of the executive search industry, empowering companies to thrive and excel in their growth, revenue, and market presence. We specialize in identifying exceptional leaders and placing them in key positions to drive success. Our team of seasoned executive recruiters collaborates with organizations of all sizes, encompassing both public and private enterprises, pre-IPO ventures, and non-profit entities. Through a meticulous and discerning approach, we unite handpicked candidates, with companies in pursuit of the most exceptional executive talent, representing the top 1%. With the support of our experienced senior partners, we execute a diligent and efficient executive search process, ensuring leadership placements within a remarkable six-week timeframe.

Executive search placements span the entire C-suite: **CEOs, CFOs, COOs, CMOs, CIO/CTOs, CHROs, CLOs**, and leadership roles including **VPs, Directors**, and more.

# CPC Talent

<b>Location</b> CPC Talent New York, NY www.cpc-talent.com (212) 537-6384 www.linkedin.com/company/28130965/	<b>Leading Principals</b> Cindy Capone, Founding Partner
<b>Year Established</b> 2018	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 4
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$250,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Association for Corporate Growth: ACG Global, The WIE Suite, WBENC (in progress)	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 60 days
<b>Industry Focus</b> Consumer Goods & Services Financial Services Industrial	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer
<b>Professional Services</b> Sports, Media & Entertainment Technology	<b>Human Resources</b> Finance, CFOs to Dir of FP&A
<b>Areas of Service</b> Executive Search Succession Planning Board Services	<b>Recently Completed Assignments</b> Board Chair, \$2B PE-backed CPG company preparing for its IPO Slates for Activist Campaigns in Industrials, Retail/REITs, Tech-Enabled/SaaS, Business Services, and others; CEO, \$2B Business Services Company on a highly acquisitive and turnaround path (PE backed)#CFO for \$1B Loyalty Marketing Company; CFO US \$300M formerly family run furniture manufacturing business recently sold to PE

## Firm Overview

CPC Talent is a boutique executive search firm specializing in serving the portfolio companies of private equity and venture capital firms, high-growth companies, and companies undergoing significant transformations. We connect today's most innovative companies with high-performing and culturally aligned talent—quickly and efficiently. We partner with your leadership team and learn about your company's value proposition, vision, goals, needs, culture, opportunities, challenges, and competition. Armed with a deep understanding of your business, we mine our rich network and delve into our strategic mapping process to curate the best candidates for your needs. The result: thoughtful and collaborative searches that deliver candidates who can hit the ground running, integrate seamlessly into an organization's culture, and contribute quickly to a team's success



<p>Location</p> <p>3250 Lacey Rd, Suite 450 Downers Grove, IL www.cristkolder.com (630) 321-1110 www.linkedin.com/company/crist-kolder-associates/</p>	<p>Leading Principals</p> <p>Clem Johnson, President; Scott Simmons, Co-Managing Partner; Josh Crist, Co-Managing Partner</p>
<p>Year Established</p> <p>2003</p>	<p>Estimated Revenue</p> <p>\$20m</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>1 year from start date</p>	<p>Average Time to Completion on Assignments</p> <p>90-120 days</p>
<p>Industry Focus</p> <p>We serve clients in all industries.</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

Crist|Kolder Associates offers clients unobstructed access to the most qualified C-Suite and Board of Director candidates in the world. Our work is intimate, focused, and purposeful. Most importantly, we are never encumbered by "off-limits" issues, the inability to reach candidates because of conflicts with another client or within our own firm. We know the most qualified executive talent available, and we have the assessment capabilities and experience to ensure the best fit.

# daversa partners

**DARE TO BE LEGENDARY**

<p>Location</p> <p>330 Madison Avenue, 25th Floor New York, NY www.daversapartners.com www.linkedin.com/company/daversa-partners/</p>	<p>Leading Principals</p> <p>Paul Daversa, CEO</p>
<p>Year Established</p> <p>1993</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>170</p>	<p>Number of Offices</p> <p>9</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.30%</p>
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>115 days</p>
<p>Industry Focus</p> <p>Technology</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Information Security Officer/Cybersecurity</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p> <p>Chief Product Officer at Brex; CFO at Airtable; COO at Block (Square); COO at Instacart; EVP Software Defined Vehicles at General Motors; CFO at Warner Music Group; CEO at Oura; CEO at Aviatrix; CEO at Salesloft</p>

## Firm Overview

For three decades, Daversa Partners has built the leading management teams across the most disruptive companies of this generation, focused on serving the founder and funder community around the world. Having worked alongside Tech's top VC and PE firms, Daversa Partners has had the privilege to build over 10,000 companies, all of which hold a shared vision: push the throttle on innovation. The company today is an important strategic partner that moves top executives into startup and growth oriented companies.

daversa partners

DARE TO **BE**  
**LEGENDARY**



THERE ARE ONLY THREE THINGS  
THAT DEFINE A STARTUP'S **SUCCESS...**

**01** THE PEOPLE.      **02** THE TIMING.      **03** THE IDEA.

**#1 ACCELERATES THE REST.**

Building the growth stage & venture backed companies that are entirely  
changing the world we live in.

chime

 Airtable

 DOORDASH

 MongoDB.

 Brex

[www.daversapartners.com](http://www.daversapartners.com)



<p>Location</p> <p>71 South Wacker Drive, Suite 2700 Chicago, IL <a href="http://www.dhrglobal.com/">www.dhrglobal.com/</a> <a href="http://www.linkedin.com/company/dhrglobal/">www.linkedin.com/company/dhrglobal/</a></p>	<p>Leading Principals</p> <p>Geoff Hoffmann, CEO, DHR Global; Justin Hirsch, CEO, Jobplex; Christine Greybe, President, Leadership Consulting</p>														
<p>Year Established</p> <p>1989</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>175</p>	<p>Number of Offices</p> <p>54</p>														
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>Global</b></p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p>														
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Business &amp; Professional Services</td> <td>Nonprofit</td> </tr> <tr> <td>Consumer &amp; Retail</td> <td>Private Equity</td> </tr> <tr> <td>Education</td> <td>Real Estate</td> </tr> <tr> <td>Financial Services</td> <td>Sports</td> </tr> <tr> <td>Healthcare</td> <td>Sustainable Infrastructure &amp; Energy</td> </tr> <tr> <td>Life Science</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Business & Professional Services	Nonprofit	Consumer & Retail	Private Equity	Education	Real Estate	Financial Services	Sports	Healthcare	Sustainable Infrastructure & Energy	Life Science	Technology	Industrial		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President</p>
Business & Professional Services	Nonprofit														
Consumer & Retail	Private Equity														
Education	Real Estate														
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Healthcare	Sustainable Infrastructure & Energy														
Life Science	Technology														
Industrial															
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>High Potential Programs</td> </tr> <tr> <td>Emerging Leader Search</td> <td>Onboarding</td> </tr> <tr> <td>Leadership Consulting</td> <td>Organizational Structure &amp; Design</td> </tr> <tr> <td>Board Evaluation</td> <td>Predictive Assessment</td> </tr> <tr> <td>Culture Advisory</td> <td>Succession Planning</td> </tr> <tr> <td>Executive Assessment</td> <td>Team Effectiveness</td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> </table>	Executive Search	High Potential Programs	Emerging Leader Search	Onboarding	Leadership Consulting	Organizational Structure & Design	Board Evaluation	Predictive Assessment	Culture Advisory	Succession Planning	Executive Assessment	Team Effectiveness	Executive Coaching		<p>Recently Completed Assignments</p>
Executive Search	High Potential Programs														
Emerging Leader Search	Onboarding														
Leadership Consulting	Organizational Structure & Design														
Board Evaluation	Predictive Assessment														
Culture Advisory	Succession Planning														
Executive Assessment	Team Effectiveness														
Executive Coaching															

Firm Overview

DHR is a leading, privately-held provider of executive search, leadership consulting, and emerging leader search solutions in more than 50 markets spanning 22 countries. With expertise in more than 20 industries and functional areas, DHR pairs clients with resourceful consultants who have the most experience in their world. For more than 30 years, DHR has solved talent challenges by being connected, accountable, attentive, and prepared to hit the ground running to ensure clients have the best talent available. For more information, visit [dhrglobal.com](http://dhrglobal.com).



<p>Location</p> <p>31300 Solon Road, Suite #4 Solon, OH 44139 www.directrecruiters.com (440) 336-1110 www.linkedin.com/company/direct-recruiters</p>	<p>Leading Principals</p> <p>Dan Charney, CEO</p>
<p>Year Established</p> <p>1983</p>	<p>Estimated Revenue</p> <p>\$25m</p>
<p>Number of Recruiters</p> <p>88</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$80,000, \$175,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>MHEDA, A3, CSCMP, Pinnacle Society, EHIR, Cleveland Metropolitan Bar Association, Ohio State Bar Association</p>	<p>Fee Procedure</p> <p>Customized for client</p>
<p>Off-Limits Policy</p> <p>Will not recruit from clients for 2 years after last placement</p>	<p>Average Time to Completion on Assignments</p> <p>30 days</p>
<p>Industry Focus</p> <p>Cleantech/Sustainability      Legal/Compliance Government                      Technology Industrial Life Sciences</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Interim/Contingent Search Onboarding</p>	<p>Recently Completed Assignments</p>

Firm Overview



Starfish Partners

# An expanding ecosystem and investment platform for recruiting firms

 KAYE/BASSMAN		 SANFORD ROSE ASSOCIATES® EXECUTIVE SEARCH	 FULL SPECTRUM™ Search Group	
 Dimensional Search	 RAYMOND SEARCH GROUP	 NinjaJobs.org <small>trusted - vetted - discreet</small>	 GPS <small>Finding the Impossible</small>	 INNOVA PEOPLE

Learn more at [starfishpartners.com](http://starfishpartners.com).



<b>Location</b> Philadelphia, PA <a href="http://diversifiedsearchgroup.com/">diversifiedsearchgroup.com/</a> <a href="http://www.linkedin.com/company/diversifiedsearchgroup">www.linkedin.com/company/diversifiedsearchgroup</a>	<b>Leading Principals</b> Judith M. von Seldeneck, Founder & Chair; Aileen K. Alexander, CEO; Stephen S. Morreale, COO; Megan Shattuck, Vice Chair & Global Managing Partner/Corporate; Molly Brennan, Global Managing Partner & Practice Leader/ Nonprofit & Social Impact
<b>Year Established</b> 1974	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 100 Managing Directors and 85 Associates	<b>Number of Offices</b> 12
<b>Lowest Salary Handled, Average Salary Handled</b> (\$130, \$263,356)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> AESC, ABD, HACR, Latino Corporate Directors Association, NACD, NAHSE	<b>Fee Procedure</b> The Firm works on a retainer (the "Retainer") arrangement per engagement, which is equal to 33 1/3% of the total compensation for the Position, including base salary, estimated bonus, signing bonus, and any other deferred extra compensation anticipated during the first twelve (12) months of the selected candidate's employment.
<b>Off-Limits Policy</b> 1 year	<b>Average Time to Completion on Assignments</b> 20 weeks
<b>Industry Focus</b> Agribusiness Aviation, Transportation, and Logistics Consumer Markets and Retail Education Energy Financial Services/FinTech Healthcare Services Industrial Life Sciences Media, Entertainment, and Sports Nonprofit, Arts, and Social Impact Private Equity/Portfolio Leadership Real Estate Software Technology	<b>Functional Expertise</b> Board Advisory and Governance Chief Executive Officer Corporate Affairs Cybersecurity Digital Transformation (IT, AI, Chief Information Officer) Diversity, Equity, and Inclusion Financial Officer Human Resources Legal, Risk, Compliance, and Government Affairs Marketing and Sales Supply Chain and Operations
<b>Areas of Service</b> Board Services Culture Advisory/Culture Shaping Diversity, Equity, Inclusion & Belonging Executive Coaching Executive Search Leadership Consulting/ Development Onboarding Succession Planning	<b>Recently Completed Assignments</b>


Firm Overview

Diversified Search Group is the largest woman-founded and woman-led executive search firm in the U.S., and for nearly five decades, has been driven by purpose, progress, and performance. Consistently recognized by Forbes as one of the nation's top retained executive search firms, Diversified Search Group is an industry leader in recruiting diverse, inclusive, and transformational leadership for clients. The firm is deliberately different in its approach and is comprised of a combination of specialty practices with deep industry expertise, that together harness their collective resources to identify new leaders to meet the needs of our changing world: Diversified Search, Alta Associates, BioQuest, Koya Partners, Grant Cooper, Storbeck Search, and Yardstick Management. Headquartered in Philadelphia, PA, Diversified Search Group operates in over a dozen offices nationwide and offers global services as the exclusive U.S. partner of AltoPartners, the international alliance of independent executive search firms. For more information, visit [diversifiedsearchgroup.com](http://diversifiedsearchgroup.com).

# Let's find your next transformational leader

Cultivating new leadership  
for a changing world.

**Forbes** | AMERICA'S BEST  
**2023** | EXECUTIVE  
RECRUITING FIRMS  
POWERED BY STATISTA

 A MEMBER OF  
ALTOPARTNERS

 **DIVERSIFIED  
SEARCHGROUP**

[DIVERSIFIEDSEARCHGROUP.COM](https://diversifiedsearchgroup.com)

As one of the nation's top ten executive search firms, we are invested in the long-term success of our clients and offer a range of customized strategic consulting services designed to assess, develop and support outstanding leadership.

<b>Location</b> Bucks County, PA www.dorightconsultants.com (215) 436-9449 www.linkedin.com/company/do-right-consultants/	<b>Leading Principals</b> Drew Desky, Principal Consultant; David Burch, Director of Recruiting
<b>Year Established</b> 2019	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 5	<b>Number of Offices</b> Remote
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$200,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> NGLCC	<b>Fee Procedure</b> We conduct retained searches, contained fee searches, and contingency searches.
<b>Off-Limits Policy</b> Up to 12 months following the last completed search.	<b>Average Time to Completion on Assignments</b> 2-4 months
<b>Industry Focus</b> Financial Services                      Technology HR/Diversity Legal/Compliance Professional Services	<b>Functional Expertise</b> C Suite/President/Managing Partner                      Human Resources Vice President    Diversity, Equity & Inclusion (DE+I) Chief Human Resource Officer/Chief                      Chief Information Security Officer/ Diversity, Equity and Inclusion Officer                      Cybersecurity
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Executive Coaching Interim/Contingent Search Leadership Consulting/Development	<b>Recently Completed Assignments</b>

Firm Overview

Do-Right Consultants offers a personally customized approach to tackling the strategy and challenges of job transition, career transition, and career advancement. No two backgrounds or career trajectories are the same. We work together with our clients to clarify their career goals, construct a tailored agenda to tackle career issues, and collaborate on implementing solutions to accelerate their success in achieving their goals. Do-Recruit Consultants, a division of Do-Right, is here to be your partner in talent acquisition. As a full-service agency, Do-Recruit offers expert executive search, permanent placement, and contract staffing services. We utilize tailored strategies meant to provide our clients with exceptional candidates in the areas of office operations and technology. Beyond filling the role, we are dedicated to cultivating strong working relationships and providing the highest levels of satisfaction to both our clients and our candidates. We are a certified diversity supplier.

DO RIGHT

## Do-Right Consultants and Do-Recruit Consultants



We do connect, we do collaborate, we do listen.

We do right by you, so you can do right by your business

Talent acquisition lies at the intersection of strong relationships built on trust and thoughtful, cultivated strategies to meet the evolving needs of your business.

We tailor strategies to your company's needs, identifying competitive candidates who are ready to help you rise.

**"The best way to predict the future is to create it."**

# DR*i* Waterstone

## HUMAN CAPITAL

<b>Location</b> 3033 Wilson Blvd, Suite E-537 Arlington, VA <a href="http://www.driwaterstonehc.com">www.driwaterstonehc.com</a> (703) 294-6684 <a href="http://www.linkedin.com/company/driwaterstonehc">www.linkedin.com/company/driwaterstonehc</a>	<b>Leading Principals</b> Jennifer Dunlap, President and CEO; Nancy Racette, Chief Operating Officer;
<b>Year Established</b> 2001	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> Remote
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$175,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> AESC, AFP, SHRM, ASAE, Council on Nonprofits	<b>Fee Procedure</b> 30% of salary with a minimum of \$45,000
<b>Off-Limits Policy</b> 1 year	<b>Average Time to Completion on Assignments</b> 16 weeks
<b>Industry Focus</b> Academia/Higher Education Healthcare HR/Diversity Non Profit Social Impact - Foundations/CSR Arts and Culture	<b>Functional Expertise</b> All functions Board of Directors C-suite (CEO/President/Executive Director/ Managing Partner) Vice President Communication and Marketing
<b>Areas of Service</b> Executive Search Board Services Executive Coaching Leadership Consulting/Development Onboarding Succession Planning	<b>Recently Completed Assignments</b>

### Firm Overview

DRiWaterstone Human Capital is a retained executive search firm helping purpose and mission-driven organizations build high-performance teams and cultures. Through our specialized expertise, we successfully identify top-tier executive talent that aligns with the values and objectives of the purpose-driven organizations with which we work. Through our holistic approach to executive search, DRiWaterstone Human Capital empowers organizations to thrive by ensuring that their leadership and workforce embody the ethos and goals that drive their meaningful work forward, bettering the lives of their community members, one search at a time.

# DR*i* Waterstone

HUMAN CAPITAL

*We help purpose and mission-driven organizations build high-performance teams and cultures.*



DRiWaterstone Human Capital are experts in non-profit and social impact enterprise human capital management.

- 20 years of experience serving clients in the non-profit and social impact enterprise space.
- More than 1,000 successful executive search placements.
- Expertise across executive search, strategic consulting, leadership advisory services, and more.



[driwaterstonehc.com](http://driwaterstonehc.com)

Ask us how DRiWaterstone Human Capital can help your organization build a high-performance team and culture.





<p>Location</p> <p>New York, NY  <a href="http://www.ebcassociates.net">www.ebcassociates.net</a>  (561) 504-7199  <a href="http://www.linkedin.com/company/ebc-associates-llc/">www.linkedin.com/company/ebc-associates-llc/</a></p>	<p>Leading Principals</p> <p>Liz Capants, CEO</p>
<p>Year Established</p> <p>2007</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>3</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$75,000, \$300,000-\$400,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>SHRM</p>	<p>Fee Procedure</p> <p>33.3% on signed contract, 33.3% due 60 days, balance on candidate start date</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>2-5 weeks</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services  Cleantech/Sustainability  Life Sciences</p> <p>Non Profit  Technology</p>	<p>Functional Expertise</p> <p>All Functions  C Suite/President/Managing Partner  Mid-Senior level</p>
<p>Areas of Service</p> <p>Outplacement  Executive Coaching  Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>

Firm Overview

EBC Associates is a WBENC-certified globally recognized executive retained search firm, delivering top talent to help you achieve a competitive advantage. With a proven track record of success, we work as an extension of your organization for the long term, delivering a tailored and custom-made human capital solution to address your specific needs.



<b>Location</b> 225 Arizona Ave., Suite 250 Santa Monica, CA <a href="http://www.eca-partners.com">www.eca-partners.com</a> (310) 573-8878 <a href="http://www.linkedin.com/company/eca-partners-/mycompany/verification/">www.linkedin.com/company/eca-partners-/mycompany/verification/</a>	<b>Leading Principals</b> Atta Tarki, Executive Chairman; Ken Kanara, CEO & President; Brett Baker, CFO & COO; Rowida Assailmy, Managing Director; Burton Francis, Managing Director
<b>Year Established</b> 2010	<b>Estimated Revenue</b> \$12.3m
<b>Number of Recruiters</b> 40	<b>Number of Offices</b> 7
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$350,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> ACG, Staffing Industry Analysts	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 2 months
<b>Industry Focus</b> Consumer Goods & Services      Industrial Cleantech/Sustainability      Life Sciences Financial Services      Professional Services Healthcare      Technology	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Interim/Contingent Search Leadership Consulting/Development	<b>Recently Completed Assignments</b> CEO - PE-backed Manufacturing Co.; CEO - PE-backed SaaS Localization Co.; CEO - PE-backed Battery Tech Co.; President & COO - Search Fund Pet Healthcare Platform; COO - PE-backed Plastic Film Manufacturer; COO - PE-backed Aerospace Co.; CFO - Search Fund Digital Marketing Co.; CFO - PE-backed Health Services Co.; CFO - PE-backed Healthcare Co.

Firm Overview

ECA is a specialized project staffing and executive search firm focused on private equity and PE portfolio companies. We provide our clients with the very best talent to execute their value creation plans. Executive Search | Interim Execs | On-Demand Consultants Example roles include: PortCo CFOs, PortCo CEOs, M&A Leaders, Portfolio Operations Leaders, Strategy Leaders, Interim CFOs and Controllers, PMO Consultants, and more! We use a proprietary, evidence-based approach to recruiting that leverages data and technology to ensure the very best outcomes for our clients. We invested millions to build our industry leading Talent Management System, CASCADE, that gives our clients an edge both in terms of speed to hire and likelihood of success. We've conducted thousands of searches for hundreds of clients, across private equity, corporate strategy, search funds, consulting firms and more.

# ECA

## Executive Search Interim Execs On-Demand Consultants

Executive Search | Interim Execs | On-Demand Consultants

Talent solutions for private equity and corporate strategy teams

VISA Caltius Meta Charlesbank V VISTA M<sup>2</sup>O FOCUS BRANDS LG

**400+**  
Clients

**<85**  
Days average  
placement time

**5,000+**  
Successfully executed searches in  
PE & Corporate Strategy

**98%**  
Executive  
retention rate

**99%**  
Executive search  
success rate

# EE EDUCATION EXECUTIVES

<p>Location</p> <p>Santa Barbara, CA  <a href="http://www.edexsearch.com">www.edexsearch.com</a>  email: <a href="mailto:info@edexsearch.com">info@edexsearch.com</a>  (805) 453-2853  <a href="http://www.linkedin.com/company/education-executives/">www.linkedin.com/company/education-executives/</a></p>	<p>Leading Principals</p> <p><b>Ilene H. Nagel, Founder and President</b></p>
<p>Year Established</p> <p><b>2017</b></p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p><b>6</b></p>	<p>Number of Offices</p> <p><b>Remote</b></p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p><b>Fixed percentage of first year total compensation of person hired.</b></p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p><b>6 months</b></p>
<p>Industry Focus</p> <p><b>Academia/Higher Education Professional Services</b></p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p><b>Executive Search Executive Coaching</b></p>	<p>Recently Completed Assignments</p> <p><b>President, George Washington University; President, Ohio State University; Dean of Business, Purdue University; Dean of Business, University of Delaware; Dean of Medicine - University of Arizona Phoenix; Dean, Tufts University School of Engineering; Provost, Lehigh University; Provost, University of Delaware; Sr. Vice President, Fred Hutch Cancer Center; Provost, Emory University; Executive Vice President for Health Affairs, Emory University</b></p>

## Firm Overview

Education Executives specializes in the identification, recruitment, and mentorship of senior leaders for comprehensive research universities, academic medical centers, and scientific entities.

# EgonZehnder

<p>Location</p> <p>520 Madison Ave 23rd Floor New York, NY www.egonzehnder.com www.linkedin.com/company/egon-zehnder/</p>	<p>Leading Principals</p> <p>Michael Ensser, Chair; Edilson Camara, Chief Executive Officer</p>																																										
<p>Year Established</p> <p>1964</p>	<p>Estimated Revenue</p> <p>\$883m</p>																																										
<p>Number of Recruiters</p> <p>560</p>	<p>Number of Offices</p> <p>63</p>																																										
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																																										
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## Firm Overview

Egon Zehnder is the world's preeminent leadership advisory firm, inspiring leaders to navigate complex questions with human answers. Our 560 consultants across 63 offices and 36 countries are former industry and functional leaders who collaborate seamlessly to deliver the full power of the Firm to every client, every time. We believe that together we can transform people, organizations and the world through leadership.

# ELLIG GROUP

<b>Location</b> 126 E 56th St. Suite 2110 New York, NY www.elliggroup.com (212) 688-8671 www.linkedin.com/company/the-ellig-group	<b>Leading Principals</b> Janice Reals Ellig, Chief Executive Officer; Lisa Buckingham, President; Barbara Stahley, Managing Director; Nora O'Brien, Managing Director; Lucia Yoo, Chief of Staff
<b>Year Established</b> 1977	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 78	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> Women's Business Enterprise National Council, IIC Partners, CDO Summit, IWF, AESC, Women's Forum, The National Academy of Human Resources	<b>Fee Procedure</b> 33.3% of total cash and/or flat fees for Board search
<b>Off-Limits Policy</b> 1 year	<b>Average Time to Completion on Assignments</b> 3 months
<b>Industry Focus</b> Financial Services HR/Diversity Industrial Professional Services	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Onboarding (Customized)	<b>Recently Completed Assignments</b> Fortune 100 Financial Services - CFO, Retirement / Life Insurance; Regional Bank - Head of U.S. Markets / Wealth Management Regional Bank - New England Market Leader / Wealth Management; Investment Management - Vice President, Investments; Fortune 500 Insurance Company - Vice President; Customer Strategy Mutual Fund - Board Director; Non Profit - Marketing Director, Head of Assessment, Professional Services, Board Director
Wealth Management Private Equity and Family Office	

## Firm Overview

Client Centric | Purpose-driven | Women-owned | Partner-Led With our global reach, Ellig Group is dedicated to identifying the best executive talent for C-suite and boardroom roles, focusing on building diverse teams. We strive to ensure successful appointments for our corporate and nonprofit clients and an exceptional experience for our clients and candidates. We continue to deliver unsurpassed placements of women and underrepresented groups, 80% C-suite, 85% Boardrooms, for over a decade.

# ELLIG GROUP


*Reimagining Search*


## Client-centric Purpose-driven Women-owned Partner-led

With our global reach, Ellig Group is dedicated to identifying the best executive talent for C-suite and boardroom roles, focusing on building diverse teams. We strive to ensure successful appointments for our corporate and nonprofit clients and an exceptional experience for our clients and candidates. We continue to deliver unsurpassed placements of women and underrepresented groups, 80% C-suite, 85% Boardrooms, for over a decade.

## DEI is our DNA

 126 E 56th St | New York | NY | 10022

 (212) 688-8671

 [www.elligroup.com](http://www.elligroup.com)



## THE ELLIOT GROUP

<b>Location</b> 505 White Plains Rd suite 228 Tarrytown, NY <a href="http://www.theelliottgroup.com/">www.theelliottgroup.com/</a> <a href="https://www.linkedin.com/company/the-elliott-group">www.linkedin.com/company/the-elliott-group</a>	<b>Leading Principals</b> Alice Elliot, Founder & CEO; Eric Herbst, Managing Director; Brian Schwartz, Managing Director, Executive Search; Sarah Lockyer, Chief Brand Officer, President, Elliot Leadership Institute; Preston Junger, Senior Vice President, Head of Business Development
<b>Year Established</b> 1984	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 21	<b>Number of Offices</b> 6
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, )	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b> <b>Retained</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> <b>Consumer Goods &amp; Services</b>	<b>Functional Expertise</b> <b>All Functions</b>
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Leadership Consulting/Development	<b>Recently Completed Assignments</b> Onboarding Succession Planning

### Firm Overview

The Elliot Group is in the business of people. As a premier human capital firm, Elliot powers businesses forward through retained executive search and strategic advisory services. The Elliot team is expert in the consumer and service industries and partners with companies of all sizes to identify transformational talent. The firm is proud that its team is sought after for its disciplined approach, creative views, and personalized insights to create the partnerships that unlock possibilities. The Elliot Group. We make futures happen.®





<p>Location</p> <p>4040 North Central Expressway, Suite 730 Dallas, TX www.elliskirkgroup.com/ (214) 833-1170 www.linkedin.com/company/73049292/admin/feed/posts/</p>	<p>Leading Principals</p> <p>Matrice Ellis-Kirk, CEO; James O'Sullivan, Partner; Maura Bartley, Partner</p>
<p>Year Established</p> <p>2021</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>3</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$225,000, \$325,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p> <p>Ellis Kirk Group extends off-limits to you by agreeing not to recruit the hired candidate as long as he or she is employed by the hiring company. Additionally, we will not recruit any of the hired candidate's direct reports for one year from the completion of the search. The exception will be if a current employee is already in discussion with us on another opportunity prior to the date of this engagement letter, in which case they will not be subject to this clause. Should the hired candidate indicate their intention to leave your employ, we would obtain confirmation from you that we can recruit that person.</p>	<p>Average Time to Completion on Assignments</p> <p>5 months</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Life Sciences Financial Services                  Legal/Compliance Government                            Non Profit Healthcare                              Professional Services HR/Diversity                            Technology Industrial</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner</p>
<p>Areas of Service</p> <p>Executive Search                      Leadership Consulting/ Succession Planning                  Development Culture Advisory/Culture Shaping    Onboarding Diversity, Equity + Inclusion          Succession Planning Board Services Executive Coaching</p>	<p>Recently Completed Assignments</p>

Firm Overview

Ellis Kirk Group specializes in board services, retained executive search, succession planning, and leadership assessment. The relationships with our clients and executive talent have been cultivated over many years — and in some cases, decades — as they have progressed through the stages of their own development. It's these relationships, along with the trust earned by providing exceptional service and continuously exceeding expectations, that sets Ellis Kirk Group apart from other executive search firms. Our partners are led by an uncommon drive for excellence, a spirit of transparency and collaboration, as well as a fierce commitment to ensuring their teams are composed of the best of the best. We know that with this drive, you rely on us to find not only the most talented executives for your needs, but also those that closely align with your organization's culture, vision, and values.



<b>Location</b> 1095 Hilltop Rd Redding, CA <a href="http://www.ema-partners.com">www.ema-partners.com</a> <a href="https://www.linkedin.com/company/ema-partners">www.linkedin.com/company/ema-partners</a>	<b>Leading Principals</b> Chris Patelidis, Managing Partner; Dick Sbarbaro, Managing Partner; Ezra Hodge, Managing Partner; Deborah Hiner, Managing Partner
<b>Year Established</b> 1988	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 200	<b>Number of Offices</b> 40
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 3-4 months
<b>Industry Focus</b> Academia/Higher Education      HR/Diversity Consumer Goods & Services      Non Profit Financial Services                  Professional Services Government                          Technology Healthcare                              Payments & Fintech	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President
<b>Areas of Service</b> Executive Search                      Executive Coaching Succession Planning                  Leadership Consulting/Development Culture Advisory/Culture Shaping    Onboarding Diversity, Equity + Inclusion          Succession Planning Board Services	<b>Recently Completed Assignments</b>

Firm Overview

Since 1988, EMA Partners has been serving local and international businesses across all industry sectors. The firm has been instrumental in helping its clients recruit thousands of leaders who have made a deep impact in their organizations and society at large. With access to intellectual property through our association with Decision Dynamics AB, EMA Partners is a provider of leadership assessments and other advisory services to our clients. Our expertise lies in assessing, hiring and developing leaders at the Board, C-Suite and Senior Executive level across industries. Our clients include global corporations, local companies and not for profit organisations



# EMA PARTNERS

Executive search & leadership advisory



**Cultivating  
relationships with next generation leaders that  
drive transformation and growth**

At EMA, we believe in dedication, community, and purpose driven executive search. We are a global boutique. Local expertise with worldwide reach and capability, combined with a collaborative and agile approach.



**5 CONTINENTS**



**200 CONSULTANTS**



**40 OFFICES**

# EMORY SEARCH



<p>Location</p> <p>344 N Santa Cruz Ave Los Gatos, CA www.emorysearch.com (650) 823-6194 www.linkedin.com/company/emory-search-partners/</p>	<p>Leading Principals</p> <p>Teague Splaine, Founder &amp; Managing Partner</p>
<p>Year Established</p> <p>2016</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>2</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained / Flat Fee</p>
<p>Off-Limits Policy</p> <p>2 years</p>	<p>Average Time to Completion on Assignments</p> <p>90-120 days</p>
<p>Industry Focus</p> <p>Technology Venture Capital Investment Professionals</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Partner &amp; General Partner</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Executive Coaching Leadership Consulting/Development Succession Planning</p>	<p>Recently Completed Assignments</p> <p>Battery Ventures, General Partner; Greylock, Partner; Matrix, General Partner; Lightspeed, Partner; NewView, Partner; Telstra Ventures, General Partner; Decibel Partners, Partner; Menlo Ventures, Partner; Oak HC/FT, General Partner; Cyberhaven, CEO; Sumo Logic, CRO; FOSSA, CRO; Zscaler, CRO; Obsidian Security, VP Marketing; Cyberhaven, CRO; garden.io, CRO &amp; VP Marketing; Avi Networks, SVP Sales</p>

## Firm Overview

Based in the Silicon Valley, Emory Search is a national specialized technology retained executive search firm partnering with venture capitalists and technology founders for more than 20 years. Our Founder, Teague Splaine is nationally recognized as an industry leader in recruiting senior investment professionals to early and late-stage venture capital investment firms. He has more than 10 years experience partnering with investors and technology investment firms, advising them and recruiting the industry's next generation of Partners and General Partners. Emory is widely considered to be the trusted strategic advisor to many of the top tier venture capital and private equity firms, especially amongst new and entrepreneurial venture capital platforms. We also specialize in recruiting go-to-market C and VP-level executive leadership for enterprise B2B companies specifically in enterprise software, security, DevOps, and fintech.



# The Energists

<b>Location</b> 12012 Wickchester Lane, #130-170 Houston, TX www.energists.com (844) 843-3637 www.linkedin.com/company/the-energists/	<b>Leading Principals</b> Jonathan Hill, Managing Partner; Elizabeth Linhart, Partner; Jerry Kurinsky, Partner; Thomas Dowdy, Principal
<b>Year Established</b> 1979	<b>Estimated Revenue</b> \$1.2m per partner
<b>Number of Recruiters</b> 15	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$300,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained, three payments; will do "container" for certain roles
<b>Off-Limits Policy</b> 12-months stringently enforced; 48-months handshake/courtesy	<b>Average Time to Completion on Assignments</b> 30-60 days private; 45-90 not-for-profit
<b>Industry Focus</b> Cleantech/Sustainability Financial Services Government Industrial Non Profit Technology Energy (Oil & Gas, Power & Utilities)	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/Development Succession Planning	<b>Recently Completed Assignments</b> Western Gulf/Macquarie, Chief Executive Officer; Koniag Energy & Water, Chief Executive Officer; Koniag Energy & Water, VP Alaska; Bektuq Holdings, President (no CEO); SWECl (Coop), VP Engineering

## Firm Overview

The Energists was established in 1979, focused on the talent needs within the energy sector. Today, this extends to upstream, midstream, and downstream oil & gas; transportation; power generation (on and off grid, fuel source agnostic); marketing & trading (including procurement & planning); transmission & distribution; and other utilities including water and telecoms. Working across the private and public sectors, the firm's portfolio of clients includes Oil & Gas Companies; Integrated Utilities (IOUs, POUs & Co-ops); IPPs; Government (Agency, State, City & Municipality); EPCLs; and Energy Banking / Financial Services / Investment (Equity & Debt) Companies and Energy Solutions, Services & Equipment Providers.

# ***ENERGY FOCUSED BOUTIQUE***

***EST. 1979***



**The Energists**



<b>Location</b> 594 E. Colorado Blvd. #230 Pasadena, CA <a href="http://www.envisionnonprofit.com/">www.envisionnonprofit.com/</a> <a href="http://www.linkedin.com/company/envisionnonprofit/">www.linkedin.com/company/envisionnonprofit/</a>	<b>Leading Principals</b> Allison Fuller, Co-Founder; Matt Kamin, Co-Founder; Valerie Lord, Managing Director								
<b>Year Established</b> 2010	<b>Estimated Revenue</b>								
<b>Number of Recruiters</b> 20	<b>Number of Offices</b> 3								
<b>Lowest Salary Handled, Average Salary Handled</b> (\$85,000, \$175,000)	<b>Geographical Concentration</b> National								
<b>Professional Memberships</b> Network of Nonprofit Search Consultants, Nonprofit New York, Colorado Nonprofit Association, Denver Chamber of Commerce, Pasadena Chamber of Commerce, Society for HR Management, Sustained Collaboration Network	<b>Fee Procedure</b> Retained search based on approximately 30% of first year salary								
<b>Off-Limits Policy</b> No off-limits policy.	<b>Average Time to Completion on Assignments</b> 3 to 5 months								
<b>Industry Focus</b> Non Profit	<b>Functional Expertise</b> <table border="0"> <tr> <td>All Functions</td> <td>Legal/Compliance</td> </tr> <tr> <td>C Suite/President/Managing Partner</td> <td>Human Resources</td> </tr> <tr> <td>Vice President</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Chief Information Security Officer/Cybersecurity</td> </tr> </table>	All Functions	Legal/Compliance	C Suite/President/Managing Partner	Human Resources	Vice President	Diversity, Equity & Inclusion (DE+I)	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Information Security Officer/Cybersecurity
All Functions	Legal/Compliance								
C Suite/President/Managing Partner	Human Resources								
Vice President	Diversity, Equity & Inclusion (DE+I)								
Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Chief Information Security Officer/Cybersecurity								
<b>Areas of Service</b> Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development	<b>Recently Completed Assignments</b> VP of Development placement at Discovery Cube Orange County; Executive Director placement at EXP; Managing Development Director placement at City Year, Los Angeles; Chief Development Officer placement at Ability First; Director of Strategic Communications placement at Lift to Rise; Director of Finance placement at Pathways LA								

Firm Overview

At Envision Consulting, we pride ourselves on our extensive experience in nonprofit strategy and our unmatched recruiting process that creates transitional leadership solutions unlike anything else in the industry. Our search process is a strategic engagement that draws on more than 13 years of experience with hundreds of search and strategy clients across the country. Beyond the search process, our communications planning, coaching, and support create a search engagement that is truly based upon your needs, vision and core values.



<b>Location</b> 1629 K Street N.W., Suite 300 Washington, D.C. www.esgisearch.com (202) 842-0441 www.linkedin.com/in/toevanscott	<b>Leading Principals</b> Evan Scott, CEO; Eric Allenson, Vice President, Research; Jenessa Hoffman, Principal
<b>Year Established</b> 2000	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 6	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$450,000)	<b>Geographical Concentration</b> National and DC Region
<b>Professional Memberships</b> Homeland Security Defense Business Council	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b> 1 Year	<b>Average Time to Completion on Assignments</b> 45 days
<b>Industry Focus</b> Government Professional Services Technology Federal Contractors who sell into the Federal Government	<b>Functional Expertise</b> C Suite/ CEO, President COO VP Business Development CFO Chief Human Resource Officer/Chief Diversity Strategic Advisory Boards VP Sales CTO Chief Security Officer CISO
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Board Services	<b>Recently Completed Assignments</b> CEO Veracity P/E Backed by Option3; CGO Changeis; CHRO ASRC Federal Three board seats at MetroStar; VP Capture MetroStar; VP Strategy MTSI COO JSI Telecom

Firm Overview

We assist federal contractors recruit senior level talent in the DC, Maryland and Northern Virginia region. All of our clients sell technology, services or products to the federal government





# EXECUTIVE SEARCH PARTNERS

<b>Location</b> Southfield, MI www.execsearchpartners.com (248) 470-9976 www.linkedin.com/company/executive-search-partners-llc	<b>Leading Principals</b> John Murdock, Senior Partner; Bill Rogers, Senior Partner; Daryl Minor, Senior Partner; Paul Peabody, Partner; Alex Beylin, Partner
<b>Year Established</b> 2003	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 7
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$225,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Society of Information Management; Michigan Council of Women in Technology	<b>Fee Procedure</b> We do both Retained and Contingent searches
<b>Off-Limits Policy</b> We do not recruit from customers	<b>Average Time to Completion on Assignments</b> 8 weeks
<b>Industry Focus</b> Manufacturing                      Life Sciences Automotive                            Technology Healthcare                             Consulting Consumer Products                 Distribution Industrial	<b>Functional Expertise</b> Chief Information Officer                      Partner, Consulting Services Company Chief Information Security Officer            Vice President, Director, and Manager of IT Chief Technology Officer                      Vice President, Director, and Manager of Chief Financial Officer                         Finance or Accounting Chief Human Resources Officer
<b>Areas of Service</b> Executive Search Interim/Contingent Search	<b>Recently Completed Assignments</b> CIO - Global Manufacturing Company; Head of IT, North American Distribution Company; Director of IT, Global Automotive Supplier; Managing Director, Global Consulting Company; CISO, Automotive Parts Distribution Company; CFO, North American Manufacturing Company; Director of Product Training, North American Manufacturing Company; CIO, North American Chemical Manufacturer

### Firm Overview

Find the Perfect Senior IT Professionals with Executive Search Partners Your Trusted Source for Top IT Talent Former CIOs with Extensive Search Experience At Executive Search Partners, our team of former CIOs brings 20 years of invaluable search expertise to help you find the most qualified senior IT professionals. With our deep understanding of the industry, we know exactly what it takes to identify the right candidates who will drive your organization's success. Recognized by Forbes and Hunt Scanlon Media We are proud to have been recognized by prestigious publications such as Forbes and Hunt Scanlon Media as one of the leading search firms in North America. Our commitment to excellence and our track record of successful placements have cemented our reputation as a trusted partner in the IT industry. Unparalleled Expertise in IT Recruitment As former CIOs, we possess an unparalleled level of expertise in IT recruitment. We understand the unique challenges and requirements of the industry, allowing us to effectively match your organization with the most qualified candidates who possess the necessary technical skills and leadership capabilities.



# EXECUTIVE SEARCH

## PARTNERS

### **Executive Search Partners**

Specializes in  
Senior Level

**Information Technology**

and

**Finance and Accounting**

Searches

Executive Search Partners has been in business for 20 years

We interactively work with your  
Executives to fully understand  
your requirements and then  
find candidates that match  
or exceed them

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### **CONTACT US**

[www.execsearchpartners.com](http://www.execsearchpartners.com)

[gerickson@execsearchpartners.com](mailto:gerickson@execsearchpartners.com)

(248) 470-9976



## EXECUTIVES UNLIMITED, INC.

<b>Location</b> 5050 E 2nd Street, #41039 Long Beach, CA <a href="http://executivesunlimited.com/">executivesunlimited.com/</a> (866) 957-4466 <a href="http://www.linkedin.com/company/executives-unlimited-inc">www.linkedin.com/company/executives-unlimited-inc</a>	<b>Leading Principals</b> <b>Tomilee Tilley, President; Alice Bova, Vice President</b>
<b>Year Established</b> <b>2000</b>	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> <b>3</b>	<b>Number of Offices</b> <b>3</b>
<b>Lowest Salary Handled, Average Salary Handled</b> <b>(\$250,000, \$350,000)</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b> <b>ACG, LA25, SHRM</b>	<b>Fee Procedure</b> <b>30% of anticipated first year's cash Compensation</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> <b>16 weeks</b>
<b>Industry Focus</b> Academia/Higher Education      Healthcare      Non Profit Consumer Goods & Services      HR/Diversity      Professional Services Cleantech/Sustainability      Industrial      Technology Financial Services      Life Sciences	<b>Functional Expertise</b> C Suite/President/Managing Partner      Chief Information Security Officer/ Vice President      Cybersecurity Chief Human Resource Officer/Chief      All senior executive roles Diversity, Equity and Inclusion Officer      Board of Directors
<b>Areas of Service</b> Executive Search      Onboarding Succession Planning      Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services	<b>Recently Completed Assignments</b>

### Firm Overview

Executives Unlimited, Inc. is a retained executive search firm with regional offices in California, Utah and Connecticut. We successfully support C-level recruitment for more than 700 clients across most industries, in addition to interim placement, compensation analysis, succession planning, leadership transformation, and board services. Clients range from middle market companies to billion-dollar corporations as well as family office and nonprofits.



<b>Location</b> 555 Northpoint Center East 4th Floor Alpharetta, GA www.exeqfindgroup.com (770) 375-0784 linkedin.com/company/exeqfind	<b>Leading Principals</b> Sylvia MacArthur, Chairman; Warren R. Carter, CEO; Pia Puebla, Board Member; Hamilton Teixeira, Board Member; Carlos Acosta, Board Member
<b>Year Established</b> 1999	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 16	<b>Number of Offices</b> 6
<b>Lowest Salary Handled, Average Salary Handled</b> (\$130,000, \$400,000)	<b>Geographical Concentration</b> Americas with existing consultants and Globally through alliance partners
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained and Fixed Fee options
<b>Off-Limits Policy</b> 3 years after completion of the most recent search assignment	<b>Average Time to Completion on Assignments</b> 63 days
<b>Industry Focus</b> Consumer Goods & Services Cleantech/Sustainability HR/Diversity Industrial Non Profit Professional Services	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Legal/Compliance Finance/Accounting Human Resources Engineering
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement	<b>Recently Completed Assignments</b> President/CEO - Agricultural equipment manufacturer; CFO - Hospitality Group; Vice President, Strategy - AgTech; COO - Building Materials; Vice President, Sales - Building Materials; General Manager - Sustainable Energy; Executive Director - Regional Chamber of Commerce; Senior Vice President, Client Development - Professional Services

Firm Overview

The ExeQfind Group is a retained executive search firm securing mid to senior executive talent for client organizations. Headquartered in Atlanta, Georgia; we are comprised of search consultants across the Americas, Europe & the Middle East (EMEA) and Asia Pacific (APAC).

# Flatiron Search Partners

<p>Location</p> <p>Denver, CO and Fairfield County, CT  <a href="http://www.flatironsearch.com/">www.flatironsearch.com/</a>  <a href="http://www.linkedin.com/company/flatiron-search-partners/">www.linkedin.com/company/flatiron-search-partners/</a></p>	<p>Leading Principals</p> <p>Bill Stauffer, Managing Partner; Joe Miller, Managing Partner</p>
<p>Year Established</p> <p>2018</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>25</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>USA, Canada</p>
<p>Professional Memberships</p> <p>Forbes HR Council</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>76 days</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Life Sciences  Financial Services                  Professional Services  Healthcare                              Sports, Media &amp; Entertainment  HR/Diversity                            Technology</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner  Vice President  Diversity, Equity &amp; Inclusion (DE+I)</p>
<p>Areas of Service</p> <p>Executive Search  Board Services</p>	<p>Recently Completed Assignments</p>

## Firm Overview

Flatiron Search Partners is a boutique executive-search and growth-advisory firm with coverage across the US and Canada. FSP partners with high-growth companies to develop and execute talent strategies that fuel growth and build enterprise value. Our curated portfolio and “trusted partner” approach ensures that we are there to support our clients along the way. We operate at the intersection of extraordinary human-capital management and high-performance businesses, and our sweet spot lies within the ever-growing category of aspirational, customer-centric organizations. We leverage our powerful cross-industry knowledge and network to focus on key sectors: Beauty; Business Services; Consumer Products/Services; Consumer Health Care; Education & Training; Experiential/Specialty Retail; Food & Beverage/Restaurants; Franchising; Health & Wellness/Active Lifestyle; Hospitality & Nightlife; Technology & SaaS.



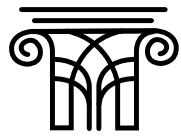
# Frederickson Partners

A Gallagher Company

<p>Location</p> <p>655 Oak Grove Avenue #874 Menlo Park, CA www.fredericksonpartners.com (650) 614-0220 www.linkedin.com/company/fredericksonpartners</p>	<p>Leading Principals</p> <p>Valerie Frederickson, CEO and Founder; Tom Wilson, President; Randy Schmitz, Partner, Client Services; Beth Ann Namey, Partner; Benjamin Taylor, Partner</p>														
<p>Year Established</p> <p>1995</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>&gt;20</p>	<p>Number of Offices</p> <p>10</p>														
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$175,000, \$325,000)</p>	<p>Geographical Concentration</p> <p>Global</p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% OTE (cash compensation + bonus)</p>														
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>We stand out in the industry in that for more than 50% of our searches we are able to present a winning candidate within 17 days of kicking off a search. On average we complete the search within 60 days.</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Life Sciences</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Academia/Higher Education	Life Sciences	Consumer Goods & Services	Legal/Compliance	Cleantech/Sustainability	Non Profit	Financial Services	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	Industrial		<p>Functional Expertise</p> <p>All Functions</p>
Academia/Higher Education	Life Sciences														
Consumer Goods & Services	Legal/Compliance														
Cleantech/Sustainability	Non Profit														
Financial Services	Professional Services														
Healthcare	Sports, Media & Entertainment														
HR/Diversity	Technology														
Industrial															
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Interim/Contingent Search</td> </tr> <tr> <td>Succession Planning</td> <td>Leadership Consulting/</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Development</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Onboarding</td> </tr> <tr> <td>Outplacement</td> <td>Succession Planning</td> </tr> <tr> <td>Board Services</td> <td></td> </tr> </table>	Executive Search	Interim/Contingent Search	Succession Planning	Leadership Consulting/	Culture Advisory/Culture Shaping	Development	Diversity, Equity + Inclusion	Onboarding	Outplacement	Succession Planning	Board Services		<p>Recently Completed Assignments</p> <p>Peak Design, San Francisco-based Design Company – Head of People; International Manufacturer – Vice President of Product Management; Interstate Equities Corporation, Leading Real Estate &amp; Investment Management Firm – Director of Human Resources; Headlands Research, Leading Health Technology Company – Chief People Officer</p>		
Executive Search	Interim/Contingent Search														
Succession Planning	Leadership Consulting/														
Culture Advisory/Culture Shaping	Development														
Diversity, Equity + Inclusion	Onboarding														
Outplacement	Succession Planning														
Board Services															

#### Firm Overview

Frederickson Partners, a Gallagher (NYSE: AJG) company, is a premier retained executive search and advisory firm with a track record of over 28 years placing exceptional leaders for global companies. Frederickson is considered a thought-leader in human resources; diversity, equity and inclusion (DE&I); and executive search for finance and other business functions. Our strategic approach enables us to match growth-stage startups, mission-based organizations and Fortune 500 enterprises with world-class executive leadership. Learn more at <https://www.fredericksonpartners.com>.



<p>Location          2911 Turtle Creek Boulevard, Suite 300          Dallas, TX  <a href="http://www.rwilliamfunk.com">www.rwilliamfunk.com</a>          (214) 522-1222  <a href="http://www.linkedin.com/company/r.-william-funk-and-associates/about/">www.linkedin.com/company/r.-william-funk-and-associates/about/</a></p>	<p>Leading Principals          R. William (Bill) Funk, President; Willie Funk, Vice President;          Ann-Marie Lovato, CFO; Krisha Creal, Chief of Staff</p>
<p>Year Established          2006</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters          11</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus          Academia/Higher Education</p>	<p>Functional Expertise          All Functions</p>
<p>Areas of Service</p>	<p>Recently Completed Assignments</p>

Firm Overview

A photograph of a grand, classical building interior, likely a university or government building, featuring large, ornate white columns and a high ceiling with decorative moldings.

“THE MOST HIGHLY  
REGARDED SEARCH FIRM  
IN HIGHER EDUCATION.”

## **FUNK & ASSOCIATES**

is the premier firm dedicated to higher education search consulting. Led by its founder and President, R.

William (Bill) Funk, the firm is recognized for its unparalleled record in recruiting many of the nation’s most esteemed college and university leaders.

During the past two decades, no higher education search firm has had a greater impact on college and university leadership nationally than RWFA and its consultants. We have conducted a significant number of the most important university and system President,

Provost, VP, and Dean searches in the nation.

RWFA was founded on the belief that we are partners with our clients, working towards a mutual goal of advancing the universities and colleges we serve.

To Learn More Contact [info@rwilliamfunk.com](mailto:info@rwilliamfunk.com)





<b>Location</b> 3239 Broderick St San Francisco, CA <a href="http://www.gaiahumancapital.com">www.gaiahumancapital.com</a> (415) 535-3496 <a href="http://www.linkedin.com/company/gaia-human-capital-consultants">www.linkedin.com/company/gaia-human-capital-consultants</a>	<b>Leading Principals</b> Dawn Dzurilla, Founder & Managing Partner; Zoe Van Schyndel, CFA, Partner; Lizandra Vega, Managing Director
<b>Year Established</b> 2007	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 4	<b>Number of Offices</b> 3
<b>Lowest Salary Handled, Average Salary Handled</b> (\$165,000, \$225,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> StartOut, NGLCC (National LGBT Chamber of Commerce), Rainbow Sierrans	<b>Fee Procedure</b> Flat fee, payable in 3 installments
<b>Off-Limits Policy</b> 5 years	<b>Average Time to Completion on Assignments</b> 75 days
<b>Industry Focus</b> Academia/Higher Education      Professional Services Cleantech/Sustainability          Climate-tech Financial Services                    ESG / Sustainability; Venture Capital & Private HR/Diversity                            Equity Non Profit	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Executive Coaching	<b>Recently Completed Assignments</b>

Firm Overview

Gaia Human Capital Consultants is widely acknowledged as a leading boutique retained Executive Search practice that partners with clients seeking Sustainability, ESG, Impact Investing, Renewable Energy and Climate Technology leadership.



<b>Location</b> 100 Park Avenue, 16th Floor New York, NY www.globalsage.com (646) 557-3000	<b>Leading Principals</b> Douglas Brown, Partner, North America; Simon Barzilay, Partner, EMEA; Brad Davidoff, Partner, North America
<b>Year Established</b> 1998	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 35	<b>Number of Offices</b> 12
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$250,000 – \$1m)	<b>Geographical Concentration</b> Global: US/UK/Europe/Singapore/Hong Kong/Japan
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 60-90 days
<b>Industry Focus</b> Investment Management	<b>Functional Expertise</b> Traditional & Alternative Investment Management Hedge Funds Private Markets
<b>Areas of Service</b> Public and Private Markets	<b>Recently Completed Assignments</b> Chief Investment Officer, Portfolio Managers, Senior Analysts, Economists

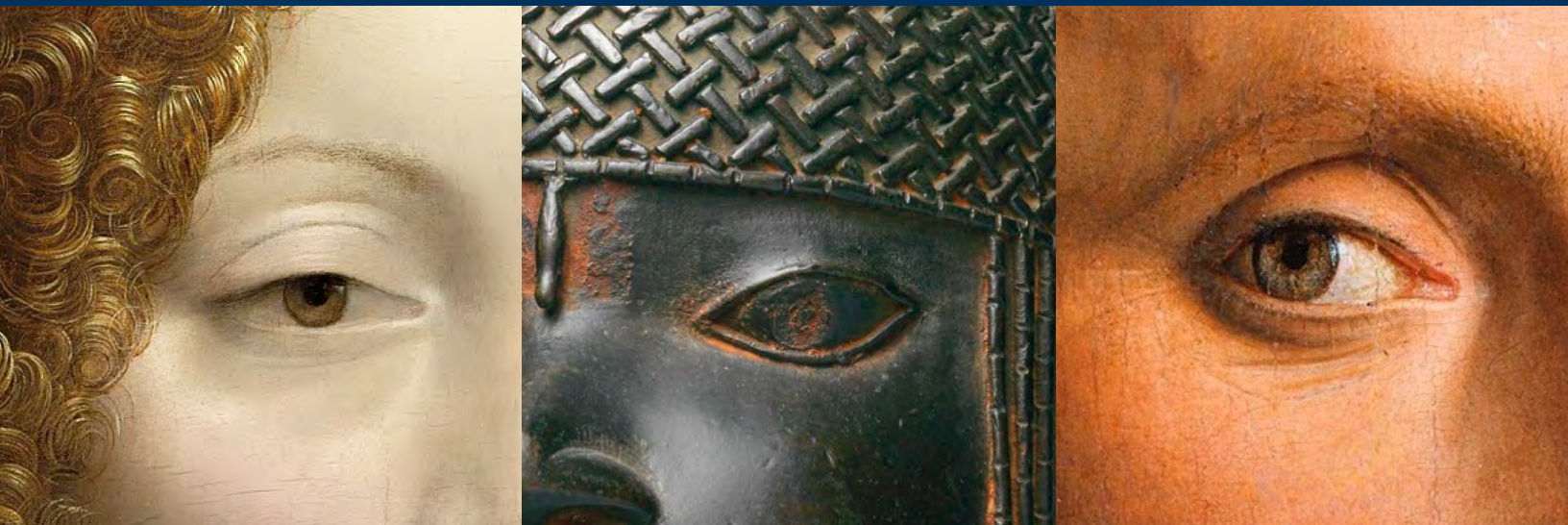
Firm Overview

We are a global boutique executive search firm focused on buy-side roles.



Global Sage is a retained boutique executive search firm  
focused on investment management

**Our vision is your strength**



NEW YORK | LOS ANGELES | LONDON | SINGAPORE | HONG KONG | BEIJING | SHANGHAI | TOKYO



<p>Location</p> <p>New City, NY  <a href="http://www.gobuyside.com">www.gobuyside.com</a>  <a href="http://www.linkedin.com/company/gobuyside">www.linkedin.com/company/gobuyside</a></p>	<p>Leading Principals</p> <p>Paul DeMott, CEO; Cameron Boland, President; Kate Kourlis, Executive Director of Business Development</p>
<p>Year Established</p> <p>2013</p>	<p>Estimated Revenue</p> <p>Confidential</p>
<p>Number of Recruiters</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>8 weeks</p>
<p>Industry Focus</p> <p>Financial Services                      Corp. Dev  Private Equity                              other exclusive buy-side roles.  Credit  Hedge Fund</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search  Diversity, Equity + Inclusion  Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>Confidential</p>

Firm Overview

GoBuyside is a data-driven recruitment platform that specializes in working with private equity firms, hedge funds, other investment managers, advisory platforms and Fortune 500 companies across a broad spectrum of geographies and mandates. Leveraging proprietary technology and a diligent approach, our team has an unparalleled competitive advantage in both sourcing and screening top-tier candidates. Hundreds of clients entrust GoBuyside with their human capital needs and our talent network expands to over 10,000 firms spanning hundreds of cities worldwide.

# GRACE BLUE

## PARTNERSHIP

<p>Location</p> <p>551 Fifth Avenue, Suite 400 New York, NY www.graceblue.com (404) 663-3882 www.linkedin.com/company/grace-blue/</p>	<p>Leading Principals</p> <p>Jay Haines, Founder; Debra Sercy, Managing Partner; Sarah Skinner, Global Managing Director &amp; CEO, UK; Helen Duffy, CEO, APAC</p>
<p>Year Established</p> <p>2006</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>35</p>	<p>Number of Offices</p> <p>4</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>Clients with whom we work for 1 year after placement</p>	<p>Average Time to Completion on Assignments</p> <p>3 months</p>
<p>Industry Focus</p> <p>Professional Services                      Advertising Sports, Media &amp; Entertainment Marketing Media</p>	<p>Functional Expertise</p>
<p>Areas of Service</p> <p>Executive Search Culture Advisory/Culture Shaping Board Services Executive Coaching</p>	<p>Recently Completed Assignments</p>

### Firm Overview

Grace Blue is a global executive search firm specializing in transformational leadership talent in the marketing, advertising, creative, sports, media and entertainment space.



<b>Location</b> 535 Main Street, Suite 300 Alpharetta, GA <a href="http://thegrantpartners.com/">thegrantpartners.com/</a> (404) 395-8148 <a href="http://www.linkedin.com/company/the-grant-partners/">www.linkedin.com/company/the-grant-partners/</a>	<b>Leading Principals</b> Ryan Grant, CEO and Founder; Krista Johnston, Vice President; Austin McKenna, Vice President
<b>Year Established</b> 2019	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$350,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> The Association of Executive Search and Leadership Consultants (AESC), CFO Forum	<b>Fee Procedure</b> Executive Retained Search - 100% retained; one-third first year's total cash compensation (base + bonus)
<b>Off-Limits Policy</b> 12 months	<b>Average Time to Completion on Assignments</b> Under 90 days
<b>Industry Focus</b> Consumer Goods & Services      Technology Financial Services                  Private Equity Industrial	<b>Functional Expertise</b> C Suite/President/Managing Partner      Marketing Vice President                                  Revenue Growth Management Chief Human Resource Officer/Chief      R&D Diversity, Equity and Inclusion Officer      Supply Chain Human Resources                              HR Finance Sales
<b>Areas of Service</b> Executive Search Succession Planning	<b>Recently Completed Assignments</b> C-Suite- Transportation; President- Retail; SVP General Manager- Retail; President & CEO- Technology; CHRO- Industrial/Manufacturing; General Manager- Supply Chain/Logistics; CMO- Industrial Services; Chief Commercial Officer- Industrial/ Manufacturing; CHRO- Technology; CHRO- Industrial/Manufacturing

Firm Overview

Your talent is your most important asset. At The Grant Partners, our pledge is to empower your company to increase the value of those assets. We are one of the premier executive retained search and talent strategy consultancies, committed to helping you win the war for talent through strategic search, unrivaled service and a process that focuses on you — your timeline, your organization and your culture. Let's pursue better together. The Grant Partners was named as one of America's fastest growing companies of 2023 by Inc. Magazine.



# GRAYWOLF

<p>Location</p> <p>309 East Paces Ferry Rd NE, Suite 400 Atlanta, GA www.graywolftalent.com (678) 656-6605 www.linkedin.com/company/graywolf-talent</p>	<p>Leading Principals</p> <p>Jon Lohr, Founder</p>
<p>Year Established</p> <p>2017</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>3</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled (\$250,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>3 months</p>
<p>Industry Focus</p> <p>Tech Private Equity Transportation Automotive</p>	<p>Functional Expertise</p> <p>CEO/President/General Manager C Suite SVP</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>CEO of a state transportation authority; COO of PE owned manufacturing company; CEO of PE owned manufacturing company; President of automotive conglomerate; VP Sales of construction technology company; Sr. Director of Data Science for Fortune 200 Environmental Services company; President of technology services company</p>

### Firm Overview

GrayWolf Talent is a boutique executive search firm that delivers an impeccable experience for both our clients and their candidates. We are a high-touch group focused on speed and quality.



# Green Economy Search

Location 5450 West Sahara Avenue, Suite 300 Las Vegas, Nevada 89146 greeneconomysearch.com (702) 686-4141 www.linkedin.com/company/decoupled-search-inc/	Leading Principals Pat Haro, Executive Search Consultant
Year Established 2008	Estimated Revenue
Number of Recruiters 600	Number of Offices 2
Lowest Salary Handled, Average Salary Handled (\$120,000, N/A)	Geographical Concentration Global
Professional Memberships	Fee Procedure 25% of First-Year Base Salary
Off-Limits Policy None	Average Time to Completion on Assignments 72-hour turnaround for first shortlisted candidate
Industry Focus Sustainability Gig Economy Disruptive Technology	Functional Expertise All Functions
Areas of Service Executive Search	Recently Completed Assignments

## Firm Overview

We help Business Owners, Talent Acquisition Leaders and Private Equity Investors make great hires anywhere in the world, fast and with superior candidate reliability at a fraction of the cost of traditional executive search.





<p>Location</p> <p>Grosse Pointe, MI  <a href="http://www.greenwichharborpartners.com">www.greenwichharborpartners.com</a>  (203) 561-1924  <a href="http://www.linkedin.com/company/greenwich-harbor-partners/">www.linkedin.com/company/greenwich-harbor-partners/</a></p>	<p>Leading Principals</p> <p>Carrie Pryor, Founder, Managing Director; Ted Pryor, Managing Director</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p> <p>\$2m</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$120,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Percent of base and bonus or flat fee</p>
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>90-120 days</p>
<p>Industry Focus</p> <p>Academia/Higher Education      Media  Consumer Goods &amp; Services      Private Equity  Non Profit                                  Direct-to-Consumer  Technology</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      CFO  Vice President                                  Chief Revenue Officer  Diversity, Equity &amp; Inclusion (DE+I)  Board</p>
<p>Areas of Service</p> <p>Executive Search  Board Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

Greenwich Harbor Partners provides senior executive recruiting services in Media, Technology, Direct-to-Consumer, and non-profit. We focus on senior executive recruiting assignments for the impact positions that can drive revenues including: General Management, Finance, Sales, Marketing, Business Development, and Customer Service. We also have an active for-profit and non-profit board of directors practice.

# Greenwood Asher & Associates®

<p>Location</p> <p>42 Business Centre Drive, Suite 206 Miramar Beach, FL www.greenwoodsearch.com (850) 650-2277 www.linkedin.com/company/greenwood-asher-&amp;-associates</p>	<p>Leading Principals</p> <p>Susanne Griffin, Vice President &amp; Managing Director; Tracey Weldon, Vice President of Executive Search; Jim Johnsen, Vice President of Executive Search; Jeremy Duff, Vice President of Executive Search; Bob Caret, Vice President of Executive Search</p>
<p>Year Established</p> <p>2004</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>13</p>	<p>Number of Offices</p> <p>7</p>
<p>Lowest Salary Handled, Average Salary Handled (\$100,000+, \$120,000 - \$2,000,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Typically, a base of \$60,000 or 33.3% of the first year's compensation, whichever is higher. However, we also offer fixed fee and "not to exceed" pricing packages, when requested.</p>
<p>Off-Limits Policy</p> <p>GA&amp;A does not recruit placements. In addition, we do not recruit direct reports of placements for a minimum of a year.</p>	<p>Average Time to Completion on Assignments</p> <p>Typically, 3-5 months, however, we work with our clients to establish a search calendar that works for them.</p>
<p>Industry Focus</p> <p>Academia/Higher Education Non Profit K-12</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search</p> <p>Leadership Consulting/Development Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p> <p>Florida Gulf Coast University, President; Louisiana State University, Executive Vice President &amp; Provost; University of Kentucky, Executive Vice President for Health Affairs; Texas A&amp;M University, Dean of the College of Arts &amp; Sciences; Minnesota State University System, Chancellor</p>

## Firm Overview

Greenwood Asher & Associates (GA&A) is a full-service, retained, executive search firm founded in 2004. Our results-driven team of highly trained, professional consultants has experience conducting searches for all levels of higher education institutions and systems. We tailor the search process to meet the needs of each client, and we recruit next-generation leaders who possess the required experiences, skills, and characteristics to be successful in a rapidly changing leadership landscape. GA&A's partnership with clients does not conclude at the end of the search. We continue to follow up with clients and candidates and provide additional services to support individual and organizational success including leadership assessment, executive coaching, and consulting (e.g., onboarding, succession planning, organizational review, strategic planning, etc.). Since 2004, the GA&A team has completed over 2000 executive level searches creating opportunities for thousands of leaders and is now one of the premier, education-focused, executive search firms in the United States.



<p>Location</p> <p>Toronto, ON  <a href="https://griffithgroup.ca">https://griffithgroup.ca</a>  (416) 508-5353  <a href="http://www.linkedin.com/company/griffithgroup/">www.linkedin.com/company/griffithgroup/</a></p>	<p>Leading Principals</p> <p>Sam Walton, Partner; Marc Magraken, Partner; Caroline McLean, Partner; Jane Griffith, Managing Partner and Founder</p>
<p>Year Established</p> <p>2021</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(80,000, \$1M+)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>3 months</p>
<p>Industry Focus</p> <p>Academia/Higher Education      Non Profit  Consumer Goods &amp; Services      Professional Services  Financial Services                      Sports, Media &amp; Entertainment  HR/Diversity                              Technology</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search  Diversity, Equity + Inclusion  Board Services</p>	<p>Recently Completed Assignments</p> <p>President, Acadia University; President, CIFAR; President, Mount Saint Vincent University; President &amp; CEO, Universities Canada; President &amp; CEO, Big Brothers Big Sisters Canada; President &amp; CEO, CanadaHelps; CEO - USports</p>

Firm Overview

Griffith Group Executive Search is a privately owned Canadian firm that provides exceptional services to our valued clients. Focused on senior-level recruitment, our team partners with organizations across Canada to support their executive search needs. We are deeply rooted in the values of integrity, professionalism, and empowered innovation and have a deep commitment to, and demonstrated results in, supporting Indigenization, Equity, Diversity, Inclusion, and Accessibility (I-EDIA). Our approach is encapsulated within our vision: “International Reach. Proven Expertise. Boutique Service.

# Harris Search Associates

I N N O V A T I O N + T A L E N T

<p>Location</p> <p>4236 Tuller Road Dublin, OH www.harrissearch.com (614) 798-8500 www.linkedin.com/company/1080662/admin/feed/posts/</p>	<p>Leading Principals</p> <p>Jeffrey Harris, Managing Partner</p>
<p>Year Established</p> <p>1997</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>22</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$200,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>33.3%</p>
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>100 days</p>
<p>Industry Focus</p> <p>Academia/Higher Education Government Healthcare Life Sciences</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President Diversity, Equity &amp; Inclusion (DE+)</p> <p>Board non-executive Directors</p>
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development</p> <p>Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p>

## Firm Overview

A leading global executive search and advisory firm, we provide preeminent universities, medical schools, academic medical centers, research institutes, and healthcare organizations access to world-class leadership talent.

<b>Location</b> 11600 N Community House Rd Suite 200 Charlotte, NC www.hartzsearch.com (800) 596-8191 www.linkedin.com/company/hartz-search/about/	<b>Leading Principals</b> Mike Hartz, President/CEO; Carol Maxwell, Partner
<b>Year Established</b> 2017	<b>Estimated Revenue</b> \$17.8M
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 5
<b>Lowest Salary Handled, Average Salary Handled</b> (\$300,000, \$550,000)	<b>Geographical Concentration</b> National and International
<b>Professional Memberships</b>	<b>Fee Procedure</b> Exclusively retained with progressive retainers
<b>Off-Limits Policy</b> 2 years	<b>Average Time to Completion on Assignments</b> 111 days
<b>Industry Focus</b> Academia/Higher Education Healthcare Non Profit Professional Services	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I)
<b>Areas of Service</b> Executive Search Executive Coaching Interim Search Leadership Consulting/Development	<b>Recently Completed Assignments</b> Chief Executive Officer; Chief Medical Officer; Chief Strategy Officer; National VP, Clinical Performance; Chief Financial Officer; President; Chief Legal Counsel; Chief Human Resources Officer; Chief Information Security Officer; Chief Talent Acquisition Officer; Chief Talent Officer; Dean, School of Medicine

Firm Overview

HARTZ Search is a service-oriented, specialty, retained search firm centered on healthcare and higher education operating from our headquarters in Charlotte, North Carolina with regional offices in Dallas, Texas and San Diego, California. HARTZ Search combines experience, market intelligence, intuition, and a transparent process with joy for what we do; creating a fresh approach to identifying candidates who will have a profound impact on your organization and community. Whatever your organization's needs – permanent talent, stability through interim leadership or creative solutions to develop your rising talent - our experienced team is a partner for your organization. Translating your vision and market needs to achieve a competitive advantage is what we do.

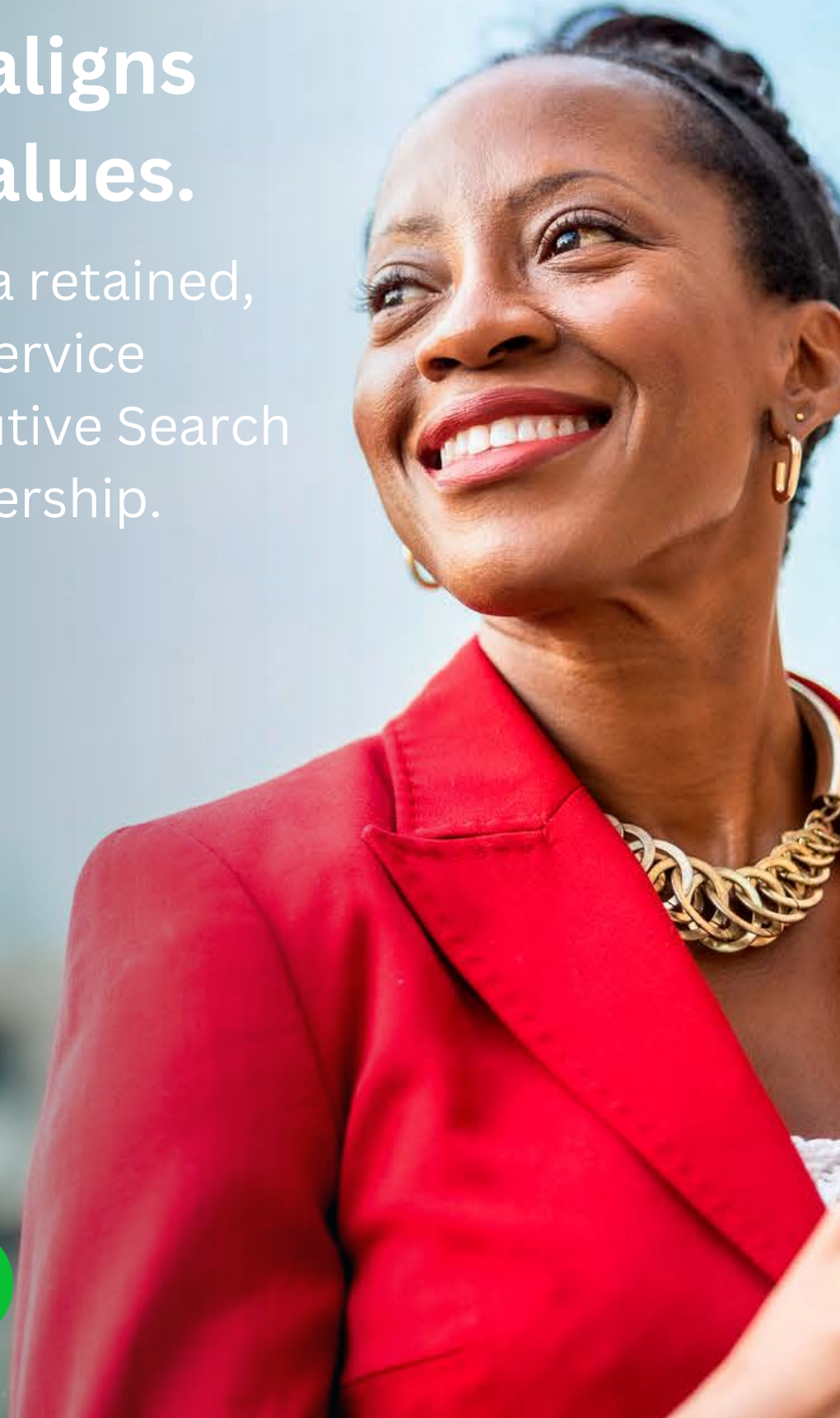


Talent + Communication + Performance

# Trusted to deliver talent that aligns with your values.

HARTZ Search is a retained, concierge-level service provider of Executive Search and Interim Leadership.

[Partner With Us](#)



# HEIDRICK & STRUGGLES

<p>Location</p> <p>233 South Wacker Drive, Willis Tower, Suite 4900 Chicago, IL www.heidrick.com/en (312) 801-2175 www.linkedin.com/company/heidrick-&amp;-struggles/</p>	<p>Leading Principals</p>
<p>Year Established</p> <p>1953</p>	<p>Estimated Revenue</p> <p>\$1.008bn</p>
<p>Number of Recruiters</p> <p>513 (at the Principal and Partner levels)</p>	<p>Number of Offices</p> <p>55</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$431,000, N/A)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>NACD (National Association of Corporate Directors), CDA (Latino Corporate Directors), Women on BoardsUK, 30 Percent Club, Ascend (Association of Asian Corporate Directors), ELC (Executive Leadership Council)</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p> <p>Off-limits is dynamic and is idiosyncratic to the client relationship in question.</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Professional Services</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching</p> <p>Interim/Contingent Search Leadership Consulting/ Development Succession Planning</p>	<p>Recently Completed Assignments</p>

## Firm Overview

Heidrick & Struggles (Nasdaq: HSII) is a premier provider of global leadership advisory and on-demand talent solutions, serving the senior-level talent and consulting needs of the world's top organizations. In our role as trusted leadership advisors, we partner with our clients to develop future-ready leaders and organizations, bringing together our services and offerings and in executive search, diversity and inclusion, leadership assessment and development, organization team acceleration, culture shaping, and on-demand, independent talent solutions. Heidrick & Struggles pioneered the profession of executive search more than 70 years ago. Today, the firm provides integrated talent and human capital solutions to help our clients change the world, one leadership team at a time.®

<p>Location</p> <p>58 West 40th Street, 13th Floor New York, NY henkelsp.com 212 600-2510 www.linkedin.com/company/hsp---henkel-search-partners/mycompany/</p>	<p>Leading Principals</p> <p>Eleni Henkel, Founder &amp; CEO; Leah Trabich, Partner</p>
<p>Year Established</p> <p>2011</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>30</p>	<p>Number of Offices</p> <p>1 + Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>North America</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Financial Services</p>	<p>Functional Expertise</p> <p>All Functions Investment Professionals (Private Equity, Hedge Fund, Venture Capital) - All Levels Investor Relations/Fundraising - All Levels Corporate: Go-to-Market, Finance, Strategic Planning, M&amp;A, Corp / Business Development</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p>

Firm Overview

HSP is a high-touch, results-oriented financial services search firm. We deliver exceptional client and candidate outcomes from a professional, collaborative and high-performing team that is dedicated to superior service and outstanding results. For HSP, success comes from striving for excellence, prioritizing integrity, and hard work. HSP believes in the importance of long-term relationships and partnering seamlessly with our clients and candidates. We thoughtfully and systematically connect the right talent to the right position.





<b>Location</b> Birmingham, AL heritageexec.com (336) 500-7470 www.linkedin.com/company/heritage-executive-search/	<b>Leading Principals</b> Howard Glenn, Managing Partner
<b>Year Established</b> 2023	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$180,000, \$258,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained. 33.3% upfront
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 54.3 days
<b>Industry Focus</b> Business Services Financial Services Industrial Healthcare	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Customer Officer / Chief Revenue Officer
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services	<b>Recently Completed Assignments</b>

Firm Overview

Best-in-class recruitment and customized talent solutions Unique value proposition Heritage is able to provide the level of skill and service typical of a retained search contract, but with more flexible fee structures and approachable pricing. Proven results We have consistently delivered successful hires for complex and demanding clients, often finishing searches other firms or partners could not fulfill. We know what good looks like. Transparent Process Our consistent, repeatable process does the hard work upfront to drive towards a great outcome in a reasonable time period. Thorough deliverables break down the full search strategy so you can feel confident that no stone has been left unturned. Bespoke Talent Solutions Our experience in search, assessment, and strategy enable us to provide unique solutions for companies including search bundles, retained talent advisory, talent on demand, or talent mapping.



<b>Location</b> 915 Broadway Suite 1210 New York, NY hiec.com/ (212) 882 1801 www.linkedin.com/company/1208556/admin/feed/posts/	<b>Leading Principals</b> Stacey Mainiero, CEO; Tim Robson, Global Managing Partner; Philip Boyd, Global Managing Partner; Richard Brennan, Global Managing Partner; Lucas Schellenberg, Global Managing Partner
<b>Year Established</b> 2007	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 70	<b>Number of Offices</b> 13
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>Global</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> Technology & Software      Consumer Private Equity                  Professional & Business Services Financial Services & Real Assets      Healthcare & MedTech Industrial Tech & Energy Transition	<b>Functional Expertise</b> C Suite/President/Managing Partner Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Information Security Officer/Cybersecurity Board
<b>Areas of Service</b> Executive Search Board Services Leadership Consulting/Development	<b>Recently Completed Assignments</b>

Firm Overview

H.I. Executive Consulting (H.I.E.C) is a leading global executive search firm focused on hiring Board, CEO and Senior-level executives globally. H.I.E.C was established by several senior partners from the leading global search firms to disrupt the traditional approach to executive search by placing a premium focus on hiring transformational leaders across the sectors we serve. Rapid globalization has given rise to new types of disruptive leaders, spread across the globe, in the traditional and transformative functional areas. At H.I.E.C, we are devoted to connecting the world's leading corporations, Private Equity, and Venture Capital portfolio firms with this new wave of leaders to help our clients scale and win in the digitized economy. Operating across 13 offices in North America, Europe, Middle East and Asia Pacific, unified by one global P&L and delivery model, we have cultivated a new professional standard that challenges the competitors in our field. Our agile, borderless team structure enables us to deliver bespoke services from an integrated group of consultants working as one team focused on one goal: to deliver exceptional services and outstanding results in our clients' best interests.



<b>Location</b> 10 S Riverside Plaza Chicago, IL hirewerx.com (866) 888-7773 www.linkedin.com/company/hirewerx/	<b>Leading Principals</b> Frank Scarpelli, Managing Partner
<b>Year Established</b> 2015	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> 120K. Average 250k Base but 350k average total compe with base/bonus (this does not include equity)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Society for Human Resource Management; Executives Club of Chicago, ACG - Association for Corporate Growth	<b>Fee Procedure</b> For Search: Hybrid: Retained/Contingent. 33.3% up front, 66.6% upon completion. Consulting is hourly or flat fee.
<b>Off-Limits Policy</b> 24-48 months	<b>Average Time to Completion on Assignments</b> 45-60 days
<b>Industry Focus</b> Private Equity Financial Services Healthcare Legal/Compliance  Professional Services Technology Software (SaaS) AI/ML, Data, and Cybersecurity	<b>Functional Expertise</b>
<b>Areas of Service</b> Retained Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim Executives  Professional Search Leadership Development Onboarding Strategy & Advisory and Talent Optimization Succession Planning	<b>Recently Completed Assignments</b> CEO - Wireless Technology Company; COO - Technology Services Company; CIO - E-commerce Company; CTO - Software (SaaS) Company; CFO - Wholesale Foods Company; CHRO - Portfolio Company - Healthcare; Controller - Professional Services Firm; Sales Executive - Startup SaaS Company; CISO - mid-cap Private Equity portfolio company, and VP Sales - FinTech Startup

Firm Overview

HireWerx is a Talent Solutions Provider to Private Equity and Venture Capital. We offer Executive Search, Professional Search, Recruitment Strategy, HR, Talent and Leadership Advisory, Due Diligence, and Acquisition Integration Services focusing on the small and middle-cap markets.

Creating Value through Optimizing Human Capital



## Private Equity & Venture Capital



Executive Search | Recruitment Process | Due Diligence  
HR, Talent & Leadership Advisory | Acquisition Integration

- C-Suite Executives
- Operations Management
- Accounting/Finance/HR
- Sales & Marketing
- Technology/Software
- Digital Transformation
- Mergers & Acquisitions

10 S Riverside Plaza  
Chicago, IL 60606  
hirewerx.com  
+1 312 690 4950

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<p>Location 3695 Green Road #221015 Cleveland, OH www.howardobrien.com (216) 514-8980 www.linkedin.com/company/howard-&amp;-o'brien-associates/</p>	<p>Leading Principals Lee Ann Howard, Founder &amp; CEO; Tina Darcy, Partner; John Scheatzle, Partner</p>																														
<p>Year Established 2002</p>	<p>Estimated Revenue</p>																														
<p>Number of Recruiters 12</p>	<p>Number of Offices</p>																														
<p>Lowest Salary Handled, Average Salary Handled (\$240,000, N/A)</p>	<p>Geographical Concentration National</p>																														
<p>Professional Memberships Association of Executive Search Consultants (AESC)</p>	<p>Fee Procedure Fees are one third of total annual compensation</p>																														
<p>Off-Limits Policy We do not recruit the successful candidate and we do not recruit employees from our clients.</p>	<p>Average Time to Completion on Assignments 18 weeks</p>																														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> <tr> <td>HR/Diversity</td> <td></td> </tr> <tr> <td>Industrial</td> <td></td> </tr> <tr> <td>Life Sciences</td> <td></td> </tr> </table>	Consumer Goods & Services	Legal/Compliance	Cleantech/Sustainability	Professional Services	Financial Services	Sports, Media & Entertainment	Healthcare	Technology	HR/Diversity		Industrial		Life Sciences		<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>General Management</td> </tr> <tr> <td>C Suite/President/Managing Partner</td> <td>Sales and Marketing</td> </tr> <tr> <td>Vice President</td> <td>Team Builds</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td></td> </tr> <tr> <td>Legal/Compliance</td> <td></td> </tr> <tr> <td>Human Resources</td> <td></td> </tr> <tr> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> <td></td> </tr> <tr> <td>Chief Information Security Officer/Cybersecurity</td> <td></td> </tr> </table>	All Functions	General Management	C Suite/President/Managing Partner	Sales and Marketing	Vice President	Team Builds	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer		Legal/Compliance		Human Resources		Diversity, Equity & Inclusion (DE+I)		Chief Information Security Officer/Cybersecurity	
Consumer Goods & Services	Legal/Compliance																														
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Diversity, Equity & Inclusion (DE+I)																															
Chief Information Security Officer/Cybersecurity																															
<p>Areas of Service</p> <ul style="list-style-type: none"> <li>Executive Search</li> <li>Board Services</li> <li>Executive Coaching</li> <li>Leadership Consulting/Development</li> <li>Onboarding</li> <li>Succession Planning</li> </ul>	<p>Recently Completed Assignments</p>																														

Firm Overview

Howard & O'Brien, Inc. (www.howardobrien.com) is an award-winning, retained executive search firm specializing in senior-level executive and board of directors search. We are a recognized leader in executing high caliber, personalized executive recruitment assignments with a diverse client base. Our focus is matching our clients with "perfect fit" candidates...individuals who not only have the skill sets required, but also the leadership philosophy, chemistry, and management style to effortlessly mesh with our clients' organizational needs. We believe in treating all candidates with dignity and respect during the entire search process to ensure an exceptional experience for all parties. For more than 20 years, we have executed numerous pivotal searches across more than 50 industries and functions. Howard & O'Brien is a Women-Owned Business and a global member of the Association of Executive Search Consultants (AESC).

<p>Location</p> <p><a href="http://www.iesf.com">www.iesf.com</a> <a href="http://www.linkedin.com/company/international-executive-search-federation/">www.linkedin.com/company/international-executive-search-federation/</a></p>	<p>Leading Principals</p> <p>Gertjan van de Groep, President; Stephan Löw, Treasurer; Claudia Montedónico, Asiapac; Adelina Rosca, Europe; Emmanuel White, Leadership Council for AsiaPac</p>																						
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>																						
<p>Number of Recruiters</p> <p>6</p>	<p>Number of Offices</p> <p>50</p>																						
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(N/A, \$120,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																						
<p>Professional Memberships</p> <p>IESF is a global group of 26 local well established firms</p>	<p>Fee Procedure</p> <p>Retained</p>																						
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>Depending per country/partner, between 2-3 months</p>																						
<p>Industry Focus</p> <table border="0"> <tr> <td>Leadership &amp; Talent Services</td> <td>Life Sciences</td> </tr> <tr> <td>Legal, Oil, Gas &amp; Chemicals</td> <td>Renewable Energy &amp; Sustainability</td> </tr> <tr> <td>Construction</td> <td>IT</td> </tr> <tr> <td>Logistics &amp; Transport</td> <td>Media &amp; Communications</td> </tr> <tr> <td>Banking &amp; Financial</td> <td>Retail &amp; FMCG</td> </tr> <tr> <td>Apparel &amp; Luxury</td> <td>Manufacturing</td> </tr> <tr> <td>Professional Services &amp; Government</td> <td>Automotive</td> </tr> <tr> <td></td> <td>Agribusiness</td> </tr> </table>	Leadership & Talent Services	Life Sciences	Legal, Oil, Gas & Chemicals	Renewable Energy & Sustainability	Construction	IT	Logistics & Transport	Media & Communications	Banking & Financial	Retail & FMCG	Apparel & Luxury	Manufacturing	Professional Services & Government	Automotive		Agribusiness	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Chief Development/ Advancement Officer</td> </tr> <tr> <td>Vice President</td> <td></td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Chief Development/ Advancement Officer	Vice President		Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	
Leadership & Talent Services	Life Sciences																						
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<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>																						

Firm Overview

International Executive Search Federation is one of the world's most recognized international executive search groups / associations. Identifying talent and leadership in 50 offices and 26 countries, we are globally known as "The Local Experts" because we understand regional markets and their specific needs when it comes to executive recruitment. We offer a fully customized, local approach to search projects, based on culture, regional economics and the local candidate marketplace. We never seek to impose a "one-size-fits-all" solution. Our search process is optimized to the local culture. We operate in 15 sector practices that bring sector specific leadership and knowledge directly to the client. Because our members are not just capital city based but nationally based on capital city representation, we have a deep understanding of the way regional businesses operate and can deliver talent with the appropriate cultural fit. ESF Partners offers retained executive search services globally. We specialize in covering single, multi-country, regional and global assignments simultaneously. IESF Partners are professional human capital consultancy firms, tailored to their local markets and linked to 15 sector practices providing a complete range of assessment and consultancy services. This bilateral approach lets IESF partners go beyond the traditional macro-overview, by sharing insights on local/regional needs of the client's business and applying grassroots knowledge in identifying talent and leadership with the right cultural fit. IESF provides a unified 360° human capital consulting solution that incorporates our partners' international and multicultural values in delivering success. Executive Search is the very core of our business. We are a multi-specialist strategic partner to the world's leading businesses, focused on identifying and attracting the top talent and leadership candidates that will become the building blocks of our clients' success.

<p>Location</p> <p><a href="http://iicpartners.com/">iicpartners.com/</a> <a href="http://www.linkedin.com/company/iic-partners/">www.linkedin.com/company/iic-partners/</a></p>	<p>Leading Principals</p> <p>Charlotte Eblinger-Mitterlechner, Chair; Renee Arrington, Vice Chair, Americas; Roberto Ravagnani, Vice Chair, EMEA Allan Laurie, Vice Chair, Asia Pacific Christine Hayward, Executive Director</p>																
<p>Year Established</p> <p>1986</p>	<p>Estimated Revenue</p>																
<p>Number of Recruiters</p> <p>450</p>	<p>Number of Offices</p> <p>40</p>																
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																
<p>Professional Memberships</p> <p>AESC, Chambers of Commerce, HR Associations</p>	<p>Fee Procedure</p> <p>Retained search - three installments</p>																
<p>Off-Limits Policy</p> <p>Dependent on Local Market</p>	<p>Average Time to Completion on Assignments</p> <p>Dependent on local market</p>																
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Life Sciences</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Private Equity</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Academia/Higher Education	Life Sciences	Consumer Goods & Services	Legal/Compliance	Cleantech/Sustainability	Non Profit	Financial Services	Private Equity	Government	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	Industrial		<p>Functional Expertise</p> <p>All Functions</p>
Academia/Higher Education	Life Sciences																
Consumer Goods & Services	Legal/Compliance																
Cleantech/Sustainability	Non Profit																
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<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Leadership Consulting/Development</td> </tr> <tr> <td>Succession Planning</td> <td>Onboarding</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Succession Planning</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Talent Mapping, Fractional Leadership,</td> </tr> <tr> <td>Outplacement</td> <td>Business Transformation</td> </tr> <tr> <td>Board Services</td> <td></td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> <tr> <td>Interim</td> <td></td> </tr> </table>	Executive Search	Leadership Consulting/Development	Succession Planning	Onboarding	Culture Advisory/Culture Shaping	Succession Planning	Diversity, Equity + Inclusion	Talent Mapping, Fractional Leadership,	Outplacement	Business Transformation	Board Services		Executive Coaching		Interim		<p>Recently Completed Assignments</p> <p>CEO of Curium; Chief Scientific Officer - Nationwide Children's Hospital Research Institute; Chief Financial Officer, Momentum Financial Services Group; Chief Operating Officer (COO), Sussman Corporate Security; Chief Risk Officer, Capitec Bank Holdings Ltd.</p>
Executive Search	Leadership Consulting/Development																
Succession Planning	Onboarding																
Culture Advisory/Culture Shaping	Succession Planning																
Diversity, Equity + Inclusion	Talent Mapping, Fractional Leadership,																
Outplacement	Business Transformation																
Board Services																	
Executive Coaching																	
Interim																	

#### Firm Overview

IIC Partners is a leading provider of executive search and leadership consulting services with a deep understanding of how market dynamics, changing demographics and new technologies are shaping the future of work. Our expert consultants, connected across 40 offices worldwide, partner with senior executives and board directors to transform businesses and solve complex leadership challenges. Established over 35 years ago, IIC Partners works with all types of organizations, including global corporations, family businesses, academic institutions, non-profits, and emerging enterprises. We utilize a blend of cutting-edge research processes and innovative assessment tools to identify, recruit and develop top executive talent.

# INTERSEARCH

<p>Location</p> <p><a href="http://intersearch.org/">intersearch.org/</a> <a href="http://www.linkedin.com/company/intersearch">www.linkedin.com/company/intersearch</a></p>	<p>Leading Principals</p> <p>Frank Schelstraete, Chairman; Leslie Cooper, Board Director; Alexander Wilhelm, Board Director; Jyorden Tshering Misra, Board Director; Peter Waite, Board Director; Micheál Coughlan, Chairman InterSearch Academy</p>														
<p>Year Established</p> <p>1989</p>	<p>Estimated Revenue</p> <p>\$200m</p>														
<p>Number of Recruiters</p> <p>504 consultants and 416 researchers globally</p>	<p>Number of Offices</p> <p>90+</p>														
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>														
<p>Professional Memberships</p> <p>InterSearch members belong to the most relevant local and international industrial and professional associations</p>	<p>Fee Procedure</p> <p>Retained, mainly based on annual compensation %, occasionally flat fee</p>														
<p>Off-Limits Policy</p> <p>Minimum 12 months; in case of global frame agreement as long as the frame agreement lasts</p>	<p>Average Time to Completion on Assignments</p> <p>2 months</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Government</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Energy&amp;Renewables</td> </tr> <tr> <td>HR/Diversity</td> <td>Infrastructure&amp;Construction</td> </tr> <tr> <td>Industrial</td> <td>Start-up &amp; Venture Capital</td> </tr> <tr> <td>Life Sciences</td> <td></td> </tr> </table>	Consumer Goods & Services	Non Profit	Financial Services	Professional Services	Government	Technology	Healthcare	Energy&Renewables	HR/Diversity	Infrastructure&Construction	Industrial	Start-up & Venture Capital	Life Sciences		<p>Functional Expertise</p> <p>All Functions</p>
Consumer Goods & Services	Non Profit														
Financial Services	Professional Services														
Government	Technology														
Healthcare	Energy&Renewables														
HR/Diversity	Infrastructure&Construction														
Industrial	Start-up & Venture Capital														
Life Sciences															
<p>Areas of Service</p> <p>Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services</p>	<p>Recently Completed Assignments</p>														

## Firm Overview

InterSearch Worldwide is a global organization of executive search firms consistently ranked amongst the largest retained ES practices in the world. Established in 1989, today InterSearch operates in 70+ countries with over 90 offices in all continents. The InterSearch members are carefully selected among the best executive search firms to match the global organisation's high integrity and transparency, quality of service and depth of experience. InterSearch prides itself on having a global reach with local impact and a tailor-made approach to each Client's need.





<b>Location</b> 263 Summer Street, 7th Floor Boston, MA <a href="http://www.imsearch.com">www.imsearch.com</a> (617) 262-6500 <a href="http://www.linkedin.com/company/isaacson-miller">www.linkedin.com/company/isaacson-miller</a>	<b>Leading Principals</b> John Isaacson, Founder and Chair; Ericka Miller, President and CEO; John Muckle, Partner   Boston Office Leader   Practice Leader; Andrew Lee, Partner   Washington, DC Office Leader   Practice Leader; Cati Mitchell-Crossley, Partner   West Coast Office Leader; To see our full team of leading principals, please visit: <a href="http://www.imsearch.com/who-we-are/our-people">www.imsearch.com/who-we-are/our-people</a>
<b>Year Established</b> 1982	<b>Estimated Revenue</b> \$52m
<b>Number of Recruiters</b> 143	<b>Number of Offices</b> 4
<b>Lowest Salary Handled, Average Salary Handled</b> (\$180,000, \$300,252)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> American Council on Education; Association to Advance Collegiate Schools of Business; National Association of College and University Business Officers	<b>Fee Procedure</b> Isaacson, Miller's fee structure aligns with industry standard for retained executive search firms. Please do not hesitate to contact us for additional fee details.
<b>Off-Limits Policy</b> Isaacson, Miller's off-limits policy flows from our obligation to protect our clients' interests. We are permanently barred from recruiting the hired candidates in our searches for as long as they remain in the roles for which they were hired. During the course of a search and for one year after the new hire starts, we are barred from recruiting members of the leadership team of the hired candidate.	<b>Average Time to Completion on Assignments</b> 7.85 months
<b>Industry Focus</b> Academia/Higher Education Healthcare HR/Diversity Non Profit	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> New York University, President; University of Michigan, President; American Board of Pediatrics, President and CEO; Solomon R. Guggenheim Museum and Foundation, Director; Holton-Arms School, Head of School; Harvard-Smithsonian Center for Astrophysics, Director of the Center for Astrophysics

Firm Overview

Isaacson, Miller recruits transformational leaders with a proven record of excellence, integrity, and impact. We have four decades of experience recruiting senior leaders for the top higher education institutions, healthcare and academic medical centers, and the full range of nonprofit organizations.

We identify exceptional candidates from a broad range of backgrounds and contribute to increasingly diverse leadership in our client organizations; in 2022, 76% of our placements identified as women or were people of color.

Our consultants bring extensive expertise to help our clients build extraordinary leadership teams consisting of the finest talent in the field. We develop deep and long-term partnerships with our clients; in 2022, 80% of our searches were for clients who returned to us after being pleased with past results.

<p>Location</p> <p>First Canadian Place, 100 King St., West, Suite 5700 Toronto, ON myivy.co www.linkedin.com/company/ivy-group-inc/mycompany/</p>	<p>Leading Principals</p> <p>Tracy Posner, Founding Partner; Catherine Graham, Founding Partner; Emily Murgatroyd</p>														
<p>Year Established</p> <p>2020</p>	<p>Estimated Revenue</p> <p>\$2m</p>														
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>2</p>														
<p>Lowest Salary Handled, Average Salary Handled (\$90,000, \$220,000)</p>	<p>Geographical Concentration</p> <p>National</p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Our fee is a percentage of first year base salary, exclusive of bonuses and other incentives. Fees reflect our consultative approach and are billed in three installments. We use a "retency" model: • First installment is 30% of the estimated fee • Second installment is 30% of the estimated fee, billed 30 days from acceptance of the contract • Third installment is contingent and billed once the candidate has accepted the offer. It is adjusted to actual first year base salary minus payments made.</p>														
<p>Off-Limits Policy</p> <p>Ivy's Off-Limits; By design, our emphasis on hiring impact positions versus specializing in one sole vertical mitigates our risk of having our access to talent pools blocked by existing client relationships that are too heavily focused on one specialty area. Unlike the global executive search firms who primarily serve larger companies, our focus on the mid-market means that we are not constrained by the same 'off-limits' clauses that come from having a 'big company' focus. We do not recruit from our clients, and placed candidates are off-limits with no timeline.</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Non Profit</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td>Private Equity</td> </tr> <tr> <td>Life Sciences</td> <td></td> </tr> </table>	Consumer Goods & Services	Legal/Compliance	Cleantech/Sustainability	Non Profit	Financial Services	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	Industrial	Private Equity	Life Sciences		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner</p>
Consumer Goods & Services	Legal/Compliance														
Cleantech/Sustainability	Non Profit														
Financial Services	Professional Services														
Healthcare	Sports, Media & Entertainment														
HR/Diversity	Technology														
Industrial	Private Equity														
Life Sciences															
<p>Areas of Service</p> <p>Executive Search Outplacement Board Services Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>Executive Director, Altruvest; Chief Executive Officer, Canadian Anesthesiologist Society; Chief of Staff, MedSpa Partners; Chief Executive Officer, WJS; Chief Financial Office, LMN; Chief People Officer, Viral Nation; Chief Marketing Officer, Viral Nation; Chief Operating Officer, Wynford Group; Operating Partner, Banyan Software</p>														

Firm Overview

Why ivy? As engines of the Canadian economy, mid-market and smaller companies can struggle to find, attract and retain high impact talent. Often unable to access dedicated recruitment support because of the high fees and market focus of the large, global executive search firms, these organizations have been left without the consultation, discipline and process needed to successfully hire for high-impact roles. We created ivy Group to enhance the quality of the hiring experience for this underserved market, utilizing the best practices of larger search firms and leveraging modern recruitment technologies and research methodologies to facilitate successful hiring. Talent pools are dynamic and constantly changing; We reduce dependence on conventional networks and job postings by creating talent pools that are customized and curated for the success requirements of each unique performance culture.



<p>Location</p> <p>150 East 52nd Street, 31st Floor New York, NY www.jamesbeck.com (212) 616-7400 www.linkedin.com/company/jamesbeck/mycompany/</p>	<p>Leading Principals</p> <p>Melissa Norris, Founding Partner; Beth Rustin, Founding Partner</p>
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>4</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$1,000,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Women's Business Enterprise, Pledge 1% Member</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>Varies based on search</p>	<p>Average Time to Completion on Assignments</p> <p>4 months</p>
<p>Industry Focus</p> <p>Financial Services</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>

Firm Overview

Founded in 2002, Jamesbeck Global Partners (“Jamesbeck”) is a women-owned, retained boutique executive search firm exclusively focused on serving the investment management community, including traditional and alternative asset management firms, endowments and foundations, family offices, pension funds, sovereign wealth funds and private equity and credit firms. With offices in New York, San Francisco, Los Angeles, and London, our firm has conducted approximately seven hundred searches encompassing investment, operating and distribution professionals. Jamesbeck was founded on the premise that our clients hire us for partner-level access and focus. As a result, partners are staffed on every search and are instrumental in the recruitment process, from the first phone call to the final employment agreement negotiations.



<b>Location</b> 702 King Farm Blvd., Suite 220 Rockville, MD 20850 <a href="http://jdgsearch.com/">jdgsearch.com/</a> (301) 340-2210 <a href="http://www.linkedin.com/company/jdg-associates/">www.linkedin.com/company/jdg-associates/</a>	<b>Leading Principals</b> Darren DeGioia, President; Angela Goehl, VP and Chief Legal Officer
<b>Year Established</b> 1973	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$250,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Minority Business Roundtable, ASAE	<b>Fee Procedure</b> 30% of the starting base salary
<b>Off-Limits Policy</b> None	<b>Average Time to Completion on Assignments</b> 3-4 months
<b>Industry Focus</b> Government Professional Services Corporate Associations Professional Societies	<b>Functional Expertise</b> All Functions C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Chief Information Security Officer/ Cybersecurity Chief Strategy Officers Science and Research Communications/Public Affairs/ Government Affairs/Congressional Relations
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> CIO for the Government Accountability Office; Deputy Assistant Administrator for Navigation, Observations, and Positioning for the National Ocean Service; Deputy Director, Office of Satellite and Product Operations search for NOAA; Director, Office of Satellite Ground Services for NOAA; VP of Program Development and University Engagement for the Universities Space Research Association

Firm Overview

JDG Associates, Ltd., founded in 1973, has served its clients as a trusted source of distinguished executives and senior professionals since its inception. JDG has an excellent track record in the identification and recruitment of highly qualified, diverse individuals for clients in the public and private sectors, professional societies, associations, and academia. JDG is also a designated Small Business under the U.S. Small Business Administration's government contracting guidelines. As a boutique executive search firm, we believe JDG offers its clients a higher level of personal service and commitment than other larger national search firms. Our collaborative and disciplined approach, refined over 50 years in business, aligns our clients' expectations with the market, promotes accountability, and sets a timeline for performance-driven goals and milestones. Our research-intensive process and exacting standards have resulted in more than 4,500 successful executive-level searches nationally and across a broad spectrum of industries and disciplines. Moreover, having been on the GSA schedule since 2002, JDG has successfully completed more than 250 Senior Executive Service (SES), Senior Level (SL), and Senior Technical (ST) searches for 50 federal agencies.



<p>Location</p> <p>200 Park Avenue New York, NY jensen-partners.com/ (212) 457-0062 www.linkedin.com/company/jensen-partners</p>	<p>Leading Principals</p> <p>Sasha Jensen, CEO &amp; Founder; Julie Joyce, COO</p>
<p>Year Established</p> <p>2012</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>38</p>	<p>Number of Offices</p> <p>5</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$500,000, \$1,500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>WBENC</p>	<p>Fee Procedure</p> <p>Conversation required</p>
<p>Off-Limits Policy</p> <p>1 year from contract</p>	<p>Average Time to Completion on Assignments</p> <p>70 to 100 days</p>
<p>Industry Focus</p> <p>Financial Services HR/Diversity</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>Global Head of Business Development for a \$14BN macro hedge fund; Head of Product Solutions at a \$50BN tech-focused, hedge fund and private equity firm; Head of Credit Distribution, Europe for a \$381BN global asset manager focused on private equity, real assets and credit</p>

Firm Overview

Jensen Partners is a global advisory, corporate development and executive search firm that leverages its extensive relationships in the institutional asset allocator and alternative asset manager community to identify and place leading capital-raising and investment candidates. As a woman-owned business operating in the financial services space, Jensen Partners knows first-hand how important it is to promote and retain diversity and inclusion across the industry. As a recruiter, Jensen Partners produces shortlists for all clients that feature at least 51% diverse candidates for each assignment.



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**JENSEN  
PARTNERS**

EXECUTIVE SEARCH

[www.Jensen-partners.com](http://www.Jensen-partners.com)

# Identifying and Securing the Ideal Human Capital to Raise Long-Term Patient Capital in Alternative Asset Management

Diversity Data Analytics Drives Every Executive Search Mandate  
We Complete



Discover How Our Data-Driven Process Leads to Innovative DEI  
Solutions for Our Clients and Partners



Jensen DiversityMetrics™

The Enterprise Software Solution for Workforce Diversity, Equity  
and Inclusion

**FASTCOMPANY**

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**World's Most Innovative  
Companies 2023**

# JGA PARTNERS

<p>Location</p> <p>JGA Partners New York, NY 10174 www.jgapartners.com (917) 972-5770 www.linkedin.com/company/jga-partners-llc</p>	<p>Leading Principals</p> <p>James Abruzzo, Managing Partner; Daniel Sexton, Managing Director; Hana Gregus, Principal</p>
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>International Retained Search Association. (IRSAonline.org), Referral partner of ESIX (Executive Search Information Exchange)</p>	<p>Fee Procedure</p> <p>We offer a variety to fee structures. From single search retained assignments, multiple hire projects, or monthly engagements to create an in-house talent acquisition team.</p>
<p>Off-Limits Policy</p> <p>We will not approach any candidate from any client for a minimum of 18 months, usually longer. We will never approach a placed candidate for the entirety of their employment.</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>
<p>Industry Focus</p> <p>HR/Diversity Professional Services Executive Search for Executive Search Leadership Advisory</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      Principal, Knowledge Manager Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</p>
<p>Areas of Service</p> <p>Executive Search Leadership Consulting/Development#Onboarding</p>	<p>Recently Completed Assignments</p>

## Firm Overview

JGA Partners provides best in class global search and services for the top tier executive search industry and corporate executive talent acquisition function. We do this by creating long term partnerships with our clients, and creating custom solutions to meet their goals. Our services range from executive search and recruitment of client facing search consultants and Leadership Advisory Partners to M&A, onboarding, compensation consulting and market mapping. Learn more at [www.jgapartners.com](http://www.jgapartners.com)



<b>Location</b> 1045 First Avenue, Suite 110 King of Prussia, PA <a href="http://www.jmsearch.com">www.jmsearch.com</a> (610) 964-0200 <a href="http://www.linkedin.com/company/jm-search/">www.linkedin.com/company/jm-search/</a>	<b>Leading Principals</b> John Marshall, CEO
<b>Year Established</b> 1980	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 142	<b>Number of Offices</b> 5
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b> Fee is paid in thirds, typically after the agreement is signed, after 30 days and the final third after the candidate is placed
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 90 Days
<b>Industry Focus</b> Consumer Education & Social Impact Financial Services Healthcare & Life Sciences Industrial Legal Media Entertainment & Communications Services Technology	<b>Functional Expertise</b> Board CEO Finance & Accounting HR Talent & Diversity Legal & Compliance Operations Sales & Marketing Security & Risk Technology, Product & Data
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b>

Firm Overview

JM Search is the leading retained executive search firm for private equity, and other growth-oriented private and public organizations.

With over 40 years of experience, our partners are immersed in your search every step of the way, supported by a passionate, cohesive team of recruiting experts. With deep sector and functional-specific expertise, our partners have built expansive professional networks from decades of firsthand experience to ensure the best possible outcomes for our clients and their businesses.





<b>Location</b> 888 W. Big Beaver Suite 200 Troy, MI 48084 www.jmjphillip.com (877) 500-7762 www.linkedin.com/company/710411/admin/feed/posts/	<b>Leading Principals</b> Dennis Theodorou; Joseph Puglise; Kristen Fowler
<b>Year Established</b> 2000	<b>Estimated Revenue</b> \$9m
<b>Number of Recruiters</b>	<b>Number of Offices</b> 4
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$200,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b>	<b>Fee Procedure</b> 25-30%
<b>Off-Limits Policy</b> Non solicit to current customers	<b>Average Time to Completion on Assignments</b> 90 days
<b>Industry Focus</b> Professional Services	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Executive Coaching Interim/Contingent Search	<b>Recently Completed Assignments</b> Vice President of Manufacturing; Chief Procurement Officer; Vice President of Engineering; COO; Global; EVP of Human Resources; Vice President of Supply Chain; President; Director of manufacturing; Vice President of Sales

Firm Overview

Leading Manufacturing, Supply Chain, and Technology Executive Search Firm servicing North America with a history of successfully completing discreet search projects for public corporations, non-profit businesses & private equity firms. Over 20 continuous years of executive search experience for a wide range of industries, including automotive, energy, semiconductor, defense, aerospace, building materials, consumer good, heavy industrial, CAPEX, automation & robotics.



<p>Location</p> <p>Philadelphia, PA  <a href="http://www.KaplanPartners.com">www.KaplanPartners.com</a>  (610) 642-5644  <a href="http://www.linkedin.com/in/alanjkaplan/">www.linkedin.com/in/alanjkaplan/</a></p>	<p>Leading Principals</p> <p>Alan J. Kaplan, Founder &amp; CEO; Karen M. Kane, Managing Director; Dara J. Klein, Managing Director; Nick DeMedio, Principal; Daria Placitella, Principal</p>
<p>Year Established</p> <p>1994</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>6</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$350,000, \$550,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AESC, NACD, ABA, ICBA, Partners Search Alliance, and over a dozen other financial services organizations</p>	<p>Fee Procedure</p> <p>One-third of total first year annual compensation</p>
<p>Off-Limits Policy</p> <p>Minimum of 1 year</p>	<p>Average Time to Completion on Assignments</p> <p>75-90 days</p>
<p>Industry Focus</p> <p>Banking  Asset Management  Financial Services</p>	<p>Functional Expertise</p> <p>CEO/C-Suite/President/Managing Partner  Financial Officers  Operations &amp; Technology Executives  Risk, HR, Credit, Marketing &amp; Business Development</p>
<p>Areas of Service</p> <p>Board Search  Advisory Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

Kaplan Partners is a 30 year-old retained executive search and board advisory firm headquartered in Philadelphia. Kaplan Partners advises CEOs, investors and Boards of middle market and financial services firms on the identification, assessment and selection of new CEOs, senior operating executives and Directors. The firm is nationally recognized leader working with firms in banking and asset management. The firm’s Board Advisory Services focus on Director Succession, Performance, Diversity and Recruitment. In addition, Kaplan Partners conducts Executive Assessments of leadership teams to enhance succession planning and professional development efforts.



<p>Location</p> <p>10th Floor, Barrington Tower, Scotia Square, 1894 Barrington Street Halifax, NS www.kbrs.ca (866) 822-6022 www.linkedin.com/company/kbrs/</p>	<p>Leading Principals</p> <p>Kevin Stoddart, Managing Partner; Katherine Risley, Managing Partner; Andrea Forbes Hurley, Managing Partner</p>																								
<p>Year Established</p> <p>1975</p>	<p>Estimated Revenue</p>																								
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>4</p>																								
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>																								
<p>Professional Memberships</p> <p>KBRS is a member of AESC</p>	<p>Fee Procedure</p>																								
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>																								
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>HR/Diversity</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Industrial</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	HR/Diversity	Consumer Goods & Services	Industrial	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Government	Professional Services	Healthcare	Technology	<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>Human Resources</td> </tr> <tr> <td>C Suite/President/Managing Partner</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Vice President</td> <td>Chief Information Security Officer/</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Cybersecurity</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td></td> </tr> <tr> <td>Legal/Compliance</td> <td></td> </tr> </table>	All Functions	Human Resources	C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)	Vice President	Chief Information Security Officer/	Chief Human Resource Officer/Chief	Cybersecurity	Diversity, Equity and Inclusion Officer		Legal/Compliance	
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Executive Search	Executive Coaching																								
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Diversity, Equity + Inclusion	Development																								
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Board Services	Succession Planning																								

Firm Overview

KBRS helps clients seamlessly recruit people and develop talent to create competitive advantages, improve performance, and achieve organizational goals. Our team of experienced search leaders are skilled in supporting clients as they make their most critical leadership decisions, with equity, diversity, and inclusion in mind. Over the years, our firm has remained competitive through our commitment to deliver integrated and innovative solutions. Our team of more than 70 professionals across Canada, operate from offices in Halifax, Toronto, Moncton, and St. John's. We specialize in executive search, recruitment, HR consulting, career transition, leadership and talent development, assessment, and coaching. Through our partnerships and extensive network, we offer our clients the reach and resources of an international organization with a tailored approach you would expect from a boutique firm.

<p>Location</p> <p>1350 Avenue of the Americas, Floor 2 New York, NY kellyandco.com (212) 554-4175 www.linkedin.com/company/kelly-&amp;-company</p>	<p>Leading Principals</p> <p>William Kelly, President; Joy Kelly, Senior Vice President of Research &amp; Recruiting; Kristen McNally, Senior Vice President of Operations</p>
<p>Year Established</p> <p>1996</p>	<p>Estimated Revenue</p> <p>\$1m</p>
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Society for Human Resource Management (SHRM), WorldatWork, HR.com, International Association for Human Resources Information Management (IHRIM), and American Staffing Association (ASA), and Association of Talent Acquisition Professionals (ATAP)</p>	<p>Fee Procedure</p> <p>33.3% of the total compensation of the 1st year. 33.3% is due at the inception of the search, 33.3% is due after 30 days of the search, and the final 33.3% is due on the selected candidate's start date.</p>
<p>Off-Limits Policy</p> <p>1 Year</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>
<p>Industry Focus</p> <p>Financial Services                      Technology Healthcare                                  Health &amp; Welfare HR/Diversity                                Retirement services Professional Services</p>	<p>Functional Expertise</p> <p>All functional areas in Employee Benefits, C-Suite, Strategy, Product, Technology, Operations, and Sales Marketing</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>Chief Commercial Officer; Chief Revenue Officer; Chief Product Officer; Chief Operations Officer; Chief Technology Officer; Chief Pharmacy Officer; Chief Actuary / Health &amp; Benefits; Global Head of Corporate Employee Benefits; National Head of Sales and Marketing; Executive Vice President / Channel Development</p>

Firm Overview

Kelly & Company is a retained executive search firm with expertise in the identification, recruitment, assessment, selection, transition, assimilation and retention of senior talent within Employee Benefits with a concentration in Health & Welfare and Retirement Services.

<b>Location</b> 1800 Hi Point Street Los Angeles, CA <a href="http://kevinchasesearch.com/">kevinchasesearch.com/</a> (323) 930-8948 <a href="http://www.linkedin.com/company/6439930/">www.linkedin.com/company/6439930/</a>	<b>Leading Principals</b> Kevin Chase, Managing Partner; Catie DiFelice, Sr. Associate
<b>Year Established</b> 2015	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 5	<b>Number of Offices</b> <b>Remote</b>
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b> National LGBT Chamber of Commerce. California Small Business Enterprise.	<b>Fee Procedure</b> Retained search only. Flat fee, indexed to organizational budget/fundraising revenue. Fee is billed in four equal installments over the course of the search.
<b>Off-Limits Policy</b> 12 months following completion of the search	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> <b>Non Profit</b> <b>Policy</b> <b>Advocacy</b> <b>Health &amp; Wellness</b>	<b>Functional Expertise</b> <b>All Functions</b> <b>C Suite/President/Managing Partner</b> <b>Vice President</b> <b>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</b> <b>Legal/Compliance</b>
<b>Areas of Service</b> <b>Executive Search</b> <b>Diversity, Equity + Inclusion</b> <b>Board Services</b> <b>Succession Planning</b>	<b>Recently Completed Assignments</b> Mazzoni Center, CEO; L.A. Center for Law & Justice, Executive Director; Equality Federation, Executive Director; Time Out Youth, Executive Director; TLDEF, Executive Director; Outfest, Executive Director; Point Foundation, Chief of Staff; Planned Parenthood, Chief Finance & Admin Officer; Rainbow Railroad, Chief Impact Officer; Beyond Blindness, Chief Development Officer; Braille Institute, Vice President - Philanthropy; Callen-Lorde Community Health, Chief People Officer
<b>Community Based Services</b> <b>Social &amp; Racial Justice</b> <b>Human Rights</b>	<b>Human Resources</b> <b>Diversity, Equity &amp; Inclusion (DE+I)</b> <b>Chief Information Security Officer/ Cybersecurity</b>

Firm Overview

Kevin Chase Executive Search Group (KCESG) is a national consulting and executive search firm serving mission-based, nonprofit organizations in the Human & Social Services, Social Justice Advocacy, Healthcare Philanthropy, and Education sectors. KCESG partners with Boards, Search Committees, Senior Leadership Teams, and Stakeholder Groups to navigate critical leadership transitions. KCESG was established in early 2015 by veteran executive search consultant Kevin Chase. Kevin's motivation in establishing his own practice, after 20+ years of working in leading, national firms was to create a platform that combined the professionalism and best practices of the most respected firms in the search industry with the personal touch, pricing flexibility, and tailored service delivery required by small and mid-sized nonprofits.



<p>Location</p> <p>4250 North Fairfax Drive, Suite 600 Arlington, VA www.krsearch.com/ (540) 941-346 www.linkedin.com/company/kincannon-&amp;-reed/</p>	<p>Leading Principals</p> <p>Gary Weihs, Managing Partner; Jim Gerardot, Managing Partner; John Wright, Managing Partner; Jon Leafstedt, Managing Partner; David Turner, Managing Partner &amp; Chairman of the Board</p>
<p>Year Established</p> <p>1981</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>20</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(N/A, \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Association of Executive Search Consultants</p>	<p>Fee Procedure</p> <p>Our standard fee is contingent on the role our clients are trying to fill and the need they're trying to meet. For planning purposes, clients can estimate approximately one third of the first year's total compensation.</p>
<p>Off-Limits Policy</p> <p>During the selected candidate's employment with you, we will never approach him or her about other opportunities. Additionally, for a twelve-month period after the initiation date of the engagement, Kincannon &amp; Reed will not directly or indirectly recruit the hiring manager or direct reports to the placed candidate.</p>	<p>Average Time to Completion on Assignments</p> <p>12-15 weeks</p>
<p>Industry Focus</p> <p>Food &amp; Ag all their subsectors</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President Human Resources</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>

Firm Overview

With over 40 years as trusted advisors, the team at Kincannon & Reed makes up the largest global executive search firm exclusively serving the food and agriculture industries. We leverage our unique position at the intersection of search expertise and industry experience with our proprietary data, our network connections, and our proven approach to deliver impactful, innovative leaders to organizations that feed the world and keep it healthy.



<p>Location</p> <p>New York, NY  <a href="http://www.kingsleygate.com">www.kingsleygate.com</a>  <a href="http://www.linkedin.com/company/kingsley-gate">www.linkedin.com/company/kingsley-gate</a></p>	<p>Leading Principals</p> <p>Umesh Ramakrishnan, Founder, Chief Executive Officer; Francesca d’Arcangeli, Chief Operating Officer; Eduardo Antunovic, Chief Client Officer; Nancy Albertini, Founder, Board Member, Global Board Practice Leader; Buster Houchins, Founder, Board Member</p>
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>73</p>	<p>Number of Offices</p> <p>28</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% of the first year’s total cash compensation (base salary plus any target cash bonus, including sign-on bonus)</p>
<p>Off-Limits Policy</p> <p>We have no official off-limits policy</p>	<p>Average Time to Completion on Assignments</p> <p>126 Days</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Life Sciences  Financial Services                  Professional Services  Healthcare                              Technology  Industrial</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search  Leadership Advisory</p>	<p>Recently Completed Assignments</p>

Firm Overview

Kingsley Gate, a leading, global, retained executive search firm, is elevating the search industry with a data-driven approach that centers decision making as the primary lens for identifying, evaluating, and selecting outstanding executive leaders. Headquartered in New York, and operating globally, the firm’s consultants have helped almost 2000 client organizations successfully hire and onboard thousands of decision-making executives across all industries, functions, and markets in over 30 countries. Since 2022, the firm has been backed by private equity firm Crescent Cove Partners LP. For more information, please visit [www.KingsleyGate.com](http://www.KingsleyGate.com)

<b>Location</b> 3815 River Crossing Pkwy #100 Indianapolis, IN <a href="http://www.kinsleysarn.com/">www.kinsleysarn.com/</a> (317) 576-3713 <a href="http://www.linkedin.com/company/kinsleysarn/">www.linkedin.com/company/kinsleysarn/</a>	<b>Leading Principals</b> Kellie Sarn, Managing Partner; Rick Kinsley, Partner; Jon Sarn, Partner
<b>Year Established</b> 2005	<b>Estimated Revenue</b> \$1.5m
<b>Number of Recruiters</b> 6	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$200,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> World at Work, SHRM, Sanford Rose Associates	<b>Fee Procedure</b> 25% - includes executive assimilation during the first year of employment.
<b>Off-Limits Policy</b> Greater of client contract or one year from the most recent placement	<b>Average Time to Completion on Assignments</b> 67 days
<b>Industry Focus</b> Academia/Higher Education Consumer Goods & Services Financial Services HR/Diversity Industrial Life Sciences Non Profit Professional Services Sports, Media & Entertainment Technology	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+) Chief Information Security Officer/ Cybersecurity Finance Marketing/Communications Operations Sustainability Procurement Supply Chain
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Outplacement Board Services Executive Coaching Leadership Consulting/ Development Onboarding	<b>Recently Completed Assignments</b> Chief Financial Officer - Consumer Goods Manufacturer; Chief Financial Officer - Food Manufacturer; Chief Legal Officer - Utilities Division; President - Advertising; SVP, Workforce and Careers - Higher Education; General Manager - EMEA - Telecommunications; Vice President, Finance - Real Estate Services; Vice President, HR - Industrial Goods Manufacturer

Firm Overview

Located in Indianapolis and Denver, our senior partners complete the entire search, including client meetings, profile development, candidate assessment, placement management, and executive assimilation. We are driven by client success, and are focused on helping you to achieve remarkable performance through exceptional talent. Our team is committed to building long-term partnerships by exceeding your expectations and increasing your competitive position in your marketplace—it's how we measure our effectiveness. At Kinsley Sarn, we do not allow traditions and boundaries to impact our ability to place the ideal candidate. Instead, we push beyond the expected to build great organizations, one leader at a time.





*Success is rarely  
achieved alone.*



Driven by a commitment to excellence, we are a critical partner in identifying leaders who will thrive in your culture and company. With our extensive industry knowledge and personalized approach, our team of former executives delivers outstanding talent — so you can unlock the full potential of your team and take your business to new heights! Together, we will find leaders with the vision, experience, and passion needed to drive your organization forward and achieve its long-term goals.

*Finding your leader. Building your future.*

# KIRK PALMER ASSOCIATES

<p>Location</p> <p>500 5th Ave 53rd Floor New York, NY kirkpalmer.com www.linkedin.com/company/kirk-palmer-associates/</p>	<p>Leading Principals</p> <p>Kirk Palmer, Founder &amp; Chief Executive Officer</p>
<p>Year Established</p> <p>1987</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Beauty Retail                                      Consumer Experiences Fashion Luxury</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Human Resources General Manager</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning</p>	<p>Recently Completed Assignments</p>

## Firm Overview

Kirk Palmer Associates is a global executive search partner to the world's leading consumer commerce brands. Founded in 1987, we've placed thousands of leaders in companies spanning every channel and category of the retail, fashion, luxury, beauty, home, and consumer experiences.

<p>Location</p> <p>220 Gibraltar Road, Suite 150 Horsham, PA www.kleinhersh.com (215) 830-9211 www.linkedin.com/company/klein-hersh-international/mycompany/</p>	<p>Leading Principals</p> <p>Jesse Klein, COO; Minh Bui, CFO; Josh Albert, CSO Managing Partner; Jared Kaleck, Managing Partner</p>
<p>Year Established</p> <p>1998</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>70</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>1/3</p>
<p>Off-Limits Policy</p> <p>We do not recruit out of our client companies</p>	<p>Average Time to Completion on Assignments</p> <p>110 days</p>
<p>Industry Focus</p> <p>Healthcare Life Sciences</p>	<p>Functional Expertise</p> <p>VP through C-Suite inside Biopharma and Healthcare Organizations</p>
<p>Areas of Service</p> <p>Retained Executive Search Interim Executive Staffing</p>	<p>Recently Completed Assignments</p>

Firm Overview

Klein Hersh stands apart through our sharp focus and core competency in life science and healthcare, which form the foundation of our unique value delivery as executive recruiters. We are a team of subject matter experts who provide dedicated support in a broad range of practice areas – aligned functionally with the companies and organizations we serve. By building our firm to mirror the way our clients are organized, we can stay in lock-step with the dynamic needs of the marketplace, helping you fill leadership positions in ways other executive recruiters cannot.



<p>Location</p> <p>1900 Avenue of The Stars, Suite 2600 Los Angeles, CA www.kornferry.com (800) 633-4410 www.linkedin.com/company/kornferry/</p>	<p>Leading Principals</p> <p>Gary Burnison, CEO</p>
<p>Year Established</p> <p>1969</p>	<p>Estimated Revenue</p> <p>\$2.3bn</p>
<p>Number of Recruiters</p> <p>555</p>	<p>Number of Offices</p> <p>37</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Generalist</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Organization Strategy Assessment &amp; Succession Talent Acquisition Leadership &amp; Professional Development Total Rewards Business Transformation</p> <p>Intelligence Cloud Board &amp; CEO Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Korn Ferry. Business Advisors. Career Makers.

# THE LANCER GROUP

<p>Location</p> <p>La Jolla, California  <a href="http://www.thelancergroup.com">www.thelancergroup.com</a>  <a href="https://www.linkedin.com/company/1160898/admin/feed/posts/">www.linkedin.com/company/1160898/admin/feed/posts/</a></p>	<p>Leading Principals</p> <p>Dashan Subramaniam, Partner; Scott Dunklee, Partner; Mai Ling Lai, Principal; Simon Villata, Principal</p>
<p>Year Established</p> <p>1998</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>24</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$1,200,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retainer, but we use a final "Success Fee" that is paid only when the assignment closes.</p>
<p>Off-Limits Policy</p> <p>We do not recruit out of client companies</p>	<p>Average Time to Completion on Assignments</p> <p>124 days</p>
<p>Industry Focus</p> <p>Life Sciences  Technology  Vertical SaaS and Infrastructure Software  Healthcare IT  Tech-enabled Business Services</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner  Vice President  Legal/Compliance</p>
<p>Areas of Service</p> <p>Human Resources  Diversity, Equity &amp; Inclusion (DE+I)</p>	<p>Recently Completed Assignments</p> <p>Executive Search  Succession Planning  Board Services  Executive Coaching  Onboarding</p>

## Firm Overview

Lancer Group is a retained executive search and private equity recruitment firm providing advisory services to leading Private Equity and growth investors and their portfolio companies. We are experts in delivering proven leaders for investors in software and tech-enabled service companies, because we understand the operational rigor and financial discipline needed for lead investor-backed companies in value creation

# THE LANCER GROUP

## HIGH IMPACT EXECUTIVE RECRUITMENT



The Lancer Group partners with private equity firms, portfolio companies, and public corporations to identify and recruit high-impact leaders

### SERVICES

#### **C-SUITE**

We offer C-suite recruitment services while partnering with private equity firms, their portfolio companies, and public corporations to identify and recruit high-impact leaders.

#### **BOARD**

Our private equity recruitment board service helps companies identify board directors, advisory board members, and other senior-level advisors.

#### **OPERATING / INVESTMENT PARTNER**

We recruit Operating Partner and Value Creation team members to drive value in portfolio companies.

#### **PRE-DEAL**

Lancer's private equity recruitment global executive talent network adds value to the diligence and pre-deal activities of our private equity partners.

#### **DIVERSITY**

Our private equity recruitment network includes thousands of diverse executives with experience at PE and VC backed companies.

#### **ASSESSMENT**

We provide data-driven assessments to de-risk hires based on measurable behavioral patterns to predict job success and culture fit.



<b>Location</b> 12 E 49th St, 18th Floor New York, NY <a href="http://www.lancor.com/">www.lancor.com/</a> (212) 702-8635 <a href="http://www.linkedin.com/company/103027/admin/feed/posts/">www.linkedin.com/company/103027/admin/feed/posts/</a>	<b>Leading Principals</b> Scott Estill, Managing Partner; Simon Buirski, Managing Partner; Jamie Carter, Managing Partner; Chris Conti, Managing Partner; Michel Coucke, Managing Partner; Tim O'Toole, Managing Partner
<b>Year Established</b> 2003	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 7
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$400,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Industry standard 33% of cash comp
<b>Off-Limits Policy</b> Cannot reach out to a placed candidate	<b>Average Time to Completion on Assignments</b> 3 months
<b>Industry Focus</b> Consumer Goods & Services      Life Sciences Financial Services                  Professional Services Healthcare                              Technology Industrial                                Business Services	<b>Functional Expertise</b> Investment Investor relations Portfolio company professionals across all levels and across stages sectors and sizes of funds
<b>Areas of Service</b> Executive Search Board Services Advisory Services	<b>Recently Completed Assignments</b>

Firm Overview

At Lancor, we help businesses achieve transformative growth through executive placement and talent-led deal advisory. Each Lancor Partner boasts over 20 years of experience placing industry leaders and advising firms. We specialize in C-Suite and Operating Partner placement. In addition to search, Our Lancor Advisory Business ("LAB") matches our private equity clients with leading executives across industries to discover untapped deal angles and investment opportunities.



Celebrating 20 years of helping businesses achieve transformative growth through executive placement and talent-led deal advisory.



### Partner-Led Searches

Every step of every deal is led by our senior partners. Our clients retain us for our extensive experience and professional network and our value is in sharing our insight and expertise.



### Unmatched Global Network

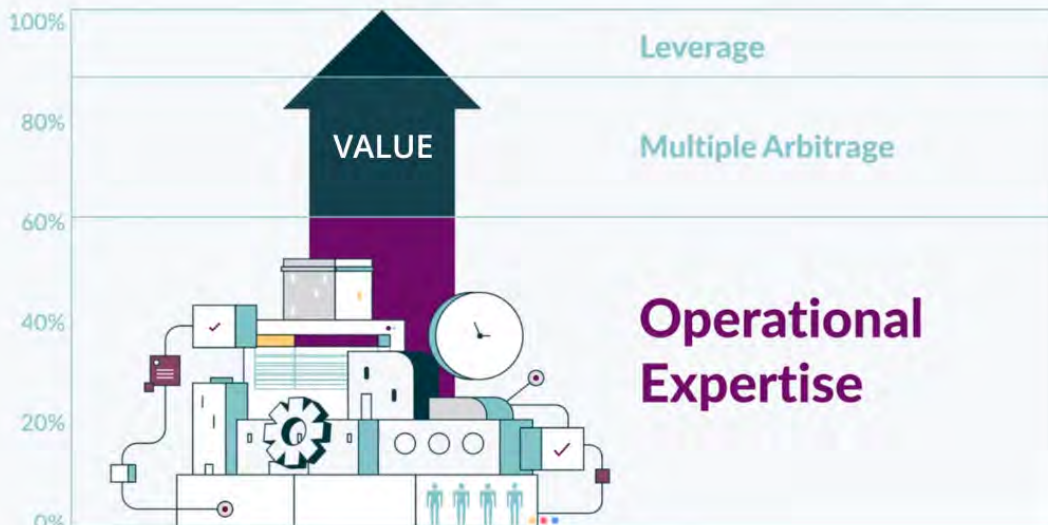
With six offices around the world, our network enables our partners to suggest possible talent solutions within days or even hours.



### Advisory

Lancor's Advisory Business ("LAB") helps private equity funds discover and evaluate forthcoming deals. We use our network to determine what assets may be interesting to acquire for a variety of sponsors. We connect executives with angles on these deals with firms ready to invest in these assets and industries.

Private Equity has evolved. So should Executive Search.





# THE LAPHAM GROUP, INC.

RETAINED EXECUTIVE SEARCH TO THE GLOBAL INSURANCE INDUSTRY

<p>Location</p> <p>80 Park Avenue, Third Floor New York, NY www.thelaphamgroup.com (212) 599-0644 www.linkedin.com/company/the-lapham-group-inc./</p>	<p>Leading Principals</p> <p>Craig Lapham, Managing Partner; Ann Marie Pizzariello, Operating Partner; Kate Mulcahy, Director of Research; Emma Stepanik, Director of Administration</p>
<p>Year Established</p> <p>1997</p>	<p>Estimated Revenue</p> <p>\$3m</p>
<p>Number of Recruiters</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled (\$250,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% of total cash compensation</p>
<p>Off-Limits Policy</p> <p>12 months</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>
<p>Industry Focus</p> <p>Financial Services HR/Diversity Insurance Private Equity</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner CFO</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services</p>	<p>Recently Completed Assignments</p> <p>Chief Information Officer, Erie Insurance Group; Chief Information Officer, The Hartford; President of Brandywine / Chubb; Chief Operating Officer, Relation Insurance; Chief Financial Officer, Patriot Growth Insurance; Chief Operating Officer, Hiscox USA; Regional CEO OneDigital; Chief Underwriting Officer, QBE Insurance; Chief Innovation and Venture Capital Officer, State Farm</p>

## Firm Overview

The Lapham Group is a 25 year old retained executive search boutique focused on C-suite recruitment to the global diversified financial services industry to include insurance, private equity and asset management.



<p>Location</p> <p>285 Madison Ave 17th floor New York, NY <a href="http://www.leathwaite.com/">www.leathwaite.com/</a> <a href="https://www.linkedin.com/company/leathwaite-executive-search">www.linkedin.com/company/leathwaite-executive-search</a></p>	<p>Leading Principals</p>														
<p>Year Established</p> <p>1999</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>50</p>	<p>Number of Offices</p> <p>5</p>														
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>Global</b></p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p>														
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td>Private equity</td> </tr> <tr> <td>Life Sciences</td> <td>Venture capital</td> </tr> <tr> <td>Legal/Compliance</td> <td>Real estate</td> </tr> <tr> <td>Non Profit</td> <td></td> </tr> </table>	Consumer Goods & Services	Professional Services	Financial Services	Sports, Media & Entertainment	Healthcare	Technology	Industrial	Private equity	Life Sciences	Venture capital	Legal/Compliance	Real estate	Non Profit		<p>Functional Expertise</p>
Consumer Goods & Services	Professional Services														
Financial Services	Sports, Media & Entertainment														
Healthcare	Technology														
Industrial	Private equity														
Life Sciences	Venture capital														
Legal/Compliance	Real estate														
Non Profit															
<p>Areas of Service</p> <p>Executive Search Interim/Contingent Search</p>	<p>Recently Completed Assignments</p>														

Firm Overview

We're the functional search specialists. Our unique position at the centre of these talent ecosystems means we know what transformational corporate officers, and functional leadership, looks like. And we know where to find it – irrespective of industry or geography.

<p>Location</p> <p>320 Bay Street Toronto, ON <a href="http://www.lhh.com/ca/en/individuals/about-us/executive-search/">www.lhh.com/ca/en/individuals/about-us/executive-search/</a> <a href="http://www.linkedin.com/company/knightsbridge-human-capital-solutions/about/">www.linkedin.com/company/knightsbridge-human-capital-solutions/about/</a></p>	<p>Leading Principals</p> <p>Bruce Diemert, Partner; Tim Hewat, Partner; Lisa Knight, Managing Partner, Executive Search; Janice Kussner, Partner; Larry Ross, Partner</p>																						
<p>Year Established</p> <p>2001</p>	<p>Estimated Revenue</p>																						
<p>Number of Recruiters</p> <p>30</p>	<p>Number of Offices</p> <p>6</p>																						
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																						
<p>Professional Memberships</p> <p>AESC, CCDI, Pride at Work, BlackNorth Initiative - Signatories - BlackNorth Initiative</p>	<p>Fee Procedure</p> <p>Retained. Fee based on percentage of total compensation.</p>																						
<p>Off-Limits Policy</p> <p>12 months</p>	<p>Average Time to Completion on Assignments</p>																						
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Government	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Finance &amp; Accounting</td> </tr> <tr> <td>Vice President</td> <td>Sales &amp; Marketing</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Operations</td> </tr> <tr> <td>Human Resources</td> <td>Interim Management</td> </tr> </table>	C Suite/President/Managing Partner	Finance & Accounting	Vice President	Sales & Marketing	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Operations	Human Resources	Interim Management
Academia/Higher Education	Industrial																						
Consumer Goods & Services	Life Sciences																						
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Executive Search	Executive Coaching																						
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Diversity, Equity + Inclusion	Onboarding																						
Outplacement	Succession Planning																						
Board Services																							

Firm Overview

For over 50 years, LHH has been helping companies simplify the complexity associated with transforming their leadership and workforce so they can accelerate results, with less risk.

LHH Knightsbridge Search professionals are experts in finding, assessing and delivering transformational talent to meet both the permanent and interim leadership needs of clients. We are deeply experienced in delivering exceptional talent to clients in the private, public/broader public, and not-for-profit sectors locally, nationally, and internationally. Our executive search mandates span Board Directors, C-Suite, executive leadership roles, emerging leadership roles, and functional specialists.

While we are deeply experienced, we are innovative in our thinking, and hands-on in every aspect of the executive search process. We are research-intensive in our methodology, results-driven, relationship-oriented, highly ethical, and passionate about quality and service excellence. Our commitment to diversity and inclusion is organization-wide and a founding principle in our approach to the search process.

Our ability to attract the best leadership candidates to our client mandates is enabled by deep industry knowledge, keen insight into transformational capabilities, proven process and unwavering commitment to understanding the unique needs and goals of both clients and candidates.

# Delivering Exceptional Leaders to Transform Your Organization

Executive Search, Executive Interim Management, Board of Directors Search, and Recruitment Solutions designed to find the best talent to execute your business strategy

[Learn More](#)

Success starts with the right people.

Contact us today at:

- [Ed.Perkovic@lhhknightsbridge.com](mailto:Ed.Perkovic@lhhknightsbridge.com)
- [TaraLee.Chou@lhhknightsbridge.com](mailto:TaraLee.Chou@lhhknightsbridge.com)





<b>Location</b> 131 Dartmouth Street, 3rd Floor Boston, MA 02117 <a href="http://www.lindauerglobal.com">www.lindauerglobal.com</a> (617) 262-1102 <a href="http://www.linkedin.com/company/lindauer">www.linkedin.com/company/lindauer</a>	<b>Leading Principals</b> Deb Taft, Chief Executive Officer; Jill Lasman, Senior Executive Vice President + Managing Director; Libby Roberts, Executive Vice President + Managing Director; Devin O'Leary, Senior Vice President + Managing Director; Maureen Huminik, Vice President + Managing Director; Faith Montgomery, Vice President + Managing Director
<b>Year Established</b> 1997	<b>Estimated Revenue</b> \$10m
<b>Number of Recruiters</b> 22	<b>Number of Offices</b> 3
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$200,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> Network for Nonprofit Search Consultants	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 4 months
<b>Industry Focus</b> Academia/Higher Education      Advocacy + Social Enterprise Healthcare                              Arts + Culture HR/Diversity                              Foundations Non Profit                                Policy + Advocacy	<b>Functional Expertise</b> C Suite/President/Managing Partner      Advancement + Fundraising Vice President                                      Communications + Marketing Chief Human Resource Officer/Chief      Analytics + Data Science Diversity, Equity and Inclusion Officer      Information Systems Human Resources                                Operations + Finance Diversity, Equity & Inclusion (DE+I)      Constituent Engagement Executive + Administrative Leadership
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion	<b>Recently Completed Assignments</b> Children's Hospital of Orange County (CHOC) - Chief Development Officer; Boston College - Senior Vice President for University Advancement; University of Pennsylvania - Senior Associate Vice President, University Capital Giving; St. Luke's Health System (Idaho) - Vice President of Philanthropy; Boston Children's Hospital Trust - Vice President, Strategic Giving; Emerson College - Vice President and Chief of Staff; Oregon Jewish Museum and Center for Holocaust Education - Executive Director; Double H Ranch - Chief Executive Officer

Firm Overview

Lindauer is proud to be one of the world's leading retained executive search firms focused on nonprofits, recognized by clients, candidates, and peers in Forbes Best Executive Search Firms and in Women of Color in Philanthropy's Top 10 Search Firms for Women of Color, and placed on Hunt Scanlon's Top 50 Executive Search Firms, HR/Recruiting Diversity Power 65, Top 60 Nonprofit Recruiters, Top 40 Higher Education Firms, and Top 50 Healthcare & Life Sciences Search Firms lists. Since its founding more than 25 years ago, Lindauer has grown into a global firm serving education, health, arts, policy, foundation, and charity organizations across the United States and on four continents. Lindauer Consultants and team members are known for bringing rigor, candor, integrity, dedication, and a spirit of collaboration and commitment to our search and talent engagements. Long known as fierce advocates for inclusion, equity, and diversity, Lindauer remains a trusted partner, convener, thought leader, and driver of innovation and systemic transformation across the nonprofit sector. Fortunate to work with the world's leading institutions, and renowned for its historic expertise in fundraising and advancement, the firm today offers a wide range of talent management, leadership, and search services.



As a global search and talent firm with a deep understanding of mission-driven organizations, we are honored to set the standard in nonprofit search across a range of roles in education, health, science, arts, culture, policy, advocacy, and social enterprise.



Learn about our services at  
[www.LindauerGlobal.com](http://www.LindauerGlobal.com)



<p>Location  575 Madison Avenue  New York, NY 10022  www.longridgepartners.com  (212) 584-8930  www.linkedin.com/company/long-ridge-partners</p>	<p>Leading Principals  Michael Goodman, Managing Partner; Adam L'Esperance, Partner; Jason Schulman, Partner; Jason Sklar, Partner; Matt Sullivan, Partner</p>
<p>Year Established  2004</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters  40</p>	<p>Number of Offices  1.</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration  <b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus  Hedge Funds                      Technology  Private Equity                    Legal/Compliance  Real Estate</p>	<p>Functional Expertise  Portfolio Manager  Investment Analyst  Trader  Sales &amp; Marketing  Investor  Relations/Services  Risk Management  C-Suite  Select Back  Office</p> <p>Legal &amp; Compliance  Technology  Investment Professionals  Operating/Technical Partners  Investor Relations/Business Development  Information Technology  Managing Director  Vice President  Attorneys</p>
<p>Areas of Service  Executive Search</p>	<p>Recently Completed Assignments  Managing Director, Head of IR; Vice President, Hotel Acquisitions;  Vice President, Asset Management</p>

Firm Overview

Since 2004, Long Ridge Partners has been a leader in the Investment Management Recruitment space. Boutique and Institutional Investment Managers alike have been leveraging the resources of Long Ridge's front, middle, and back office recruiting solutions to build their organizations. The combined efforts of Long Ridge's extensive experience include over 2000 placements. Whether it is a one-off hiring need or the build-out of an entire firm, our thoughtful, nimble approach has allowed our distinguished list of clients to strategically grow their business. Recognizing the growing needs of our clients led Long Ridge to launch several other verticals including Long Ridge Real Estate, Long Ridge Legal and, most recently, Long Ridge Partners IT (LRPIT). Understanding the convergence of Investments and Technology, LRPIT focuses on recruiting Developers, Programmers, and Software Engineers to assist our clients in developing front and back end solutions.



# Pioneers in Executive Search for the Investment Management Industry

Long Ridge Partners is a specialized executive search firm dedicated to sourcing, evaluating, and effectively placing talent across the investment management industry.

## Finding the Right Fit

With over 100 years combined experience and more than a thousand successful placements, Long Ridge Partners was one of the first entrants into the alternative asset management recruitment space, and continue to be leaders in the industry. Long Ridge Partners works with some of the largest asset managers in the world, as well as traditional and alternative investment firms, including hedge funds and private equity firms, to strategically address their individual talent needs.

[GET TO KNOW LONG RIDGE](#)





<b>Location</b> 5850 Opus Parkway, Suite 170 Minnetonka, MN <a href="http://www.lymanexecutivesearch.com">www.lymanexecutivesearch.com</a> (612) 812-3263 <a href="http://www.linkedin.com/company/lyman-executive-search">www.linkedin.com/company/lyman-executive-search</a>	<b>Leading Principals</b> David Lyman, Principal
<b>Year Established</b> 2019	<b>Estimated Revenue</b> \$1.8m
<b>Number of Recruiters</b> 4	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$225,000, \$300,000)	<b>Geographical Concentration</b> Regional
<b>Professional Memberships</b> Private Directors Association, Winsights Network	<b>Fee Procedure</b> Flat fee retainer
<b>Off-Limits Policy</b> 2 years	<b>Average Time to Completion on Assignments</b> 90-120 days
<b>Industry Focus</b> Consumer Goods & Services      Professional Services Financial Services                  Mid Size Private Companies Industrial Non Profit	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Board Services Onboarding	<b>Recently Completed Assignments</b>

Firm Overview

At Lyman Executive Search, we recruit exceptional executive leaders (C-level and board level) for mid-sized, family-owned and investor-backed businesses. Built on a foundation of over 80 years of combined experience, Lyman Executive Search has an unparalleled reputation for integrity, service and results. Understanding the unique needs of each client's organization, its culture, and its strategic objectives are at the core of each search. Exceptionally nimble, Lyman Executive Search has a deep network and knowledge of the executive talent market.



## MAGRUDER EXECUTIVE SEARCH

<p>Location</p> <p>777 Main St Ste 600 Fort Worth, TX www.magruderexecutivesearch.com (817) 887-8480 www.linkedin.com/company/magruderexecutivesearch/about/</p>	<p>Leading Principals</p> <p>Kelly Mooney, Partner; Crawford Gupton, Partner</p>
<p>Year Established</p> <p>2017</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled (\$225,000, \$1,000,000)</p>	<p>Geographical Concentration</p> <p>Regional</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>Traditional 33.3% of first year's cash compensation</p>
<p>Off-Limits Policy</p> <p>We will never recruit from a client</p>	<p>Average Time to Completion on Assignments</p> <p>65 days</p>
<p>Industry Focus</p> <p>Private Equity Public Family Office boutique firm</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Board Services</p>	<p>Recently Completed Assignments</p> <p>Public company Chief Strategy Officer; Public company Chief Financial Officer; Private Equity backed Chief Executive Officer; Family Office CFO; Family Office owned Real Estate Chief Investment Officer</p>

### Firm Overview

Magruder Executive Search is a boutique retained executive search firm which supports clients nationally across functions and industries. Functionally, the firm assists with Board of Directors, Chief Executive Officer, Chief Operating Officer, Financial Officers, HR Officers, Chief Investment Officers, Legal, Marketing, Operational, Technology and Supply Chain search assignments. The firm has broad industry experience assisting family offices, private equity and public companies. Firm partners have over 50 years' experience supporting retained executive search assignments. Recent experience includes supporting pre-IPO private clients, family offices, and active private equity clients as they evolve and mature.



# MAGRUDER EXECUTIVE SEARCH



## SEARCH WITH INTEGRITY

Magruder Executive Search is a boutique retained executive search firm which supports clients nationally across functions and industries. Functionally, the firm assists with Board of Directors, Chief Executive Officer, Chief Operating Officer, Financial Officers, HR Officers, Chief Investment Officers, Legal, Marketing, Operational, Technology and Supply Chain search assignments.

The firm has broad industry experience assisting family offices, private equity and public companies. Firm partners have over 55 years' experience supporting retained executive search assignments. Recent experience includes supporting pre-IPO private clients, family offices, and active private equity clients as they evolve and mature.

# MALINHUGHES

<p>Location</p> <p>875 N. Michigan Ave, Suite 3100 Chicago, IL www.MalinHughes.com (312) 794-7720 www.linkedin.com/company/malinhughes/</p>	<p>Leading Principals</p> <p>Robert Becker, Managing Partner; Brad Newpoff, CEO; David Jones, President, Human Capital Solutions; Mark Amelio, Managing Director</p>
<p>Year Established</p> <p>2016</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p><b>Retained. 33.3% each installment with reconciliation upon hired candidate. No admin fee</b></p>
<p>Off-Limits Policy</p> <p><b>12 months</b></p>	<p>Average Time to Completion on Assignments</p> <p><b>62 days</b></p>
<p>Industry Focus</p> <p>Academia/Higher Education      HR/Diversity Consumer Goods &amp; Services      Legal/Compliance Financial Services Healthcare</p>	<p>Functional Expertise</p> <p><b>C Suite/President/Managing Partner</b></p>
<p>Areas of Service</p> <p>Executive Search                      Executive Coaching Succession Planning                  Interim/Contingent Search Culture Advisory/Culture Shaping      Leadership Consulting/ Diversity, Equity + Inclusion              Development Board Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

# MARTIN PARTNERS

<p>Location</p> <p>224 S Michigan Ave #420 Chicago, IL www.martinpartners.com (312) 848-9387 www.linkedin.com/in/tedmartin1/</p>	<p>Leading Principals</p> <p>Ted Martin, Managing Partner; Sherry Brickman, Partner</p>										
<p>Year Established</p> <p>1995</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>1</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p> <p>Alliance Partnership International</p>	<p>Fee Procedure</p> <p>We are flexible on a fixed or variable fee structure</p>										
<p>Off-Limits Policy</p> <p>We will not recruit from a client, period</p>	<p>Average Time to Completion on Assignments</p> <p>12 weeks</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Private Equity</td> </tr> <tr> <td>Industrial</td> <td>Venture Capital</td> </tr> <tr> <td>Life Sciences</td> <td></td> </tr> </table>	Consumer Goods & Services	Professional Services	Financial Services	Technology	Healthcare	Private Equity	Industrial	Venture Capital	Life Sciences		<p>Functional Expertise</p>
Consumer Goods & Services	Professional Services										
Financial Services	Technology										
Healthcare	Private Equity										
Industrial	Venture Capital										
Life Sciences											
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p>										

## Firm Overview

Martin Partners is a boutique search firm with nationwide coverage and global reach. Ted Martin runs the search from start to finish supported by research and database analytics. There is no "pyramid" staffing on searches, we do not have Associates or VPs making calls on the search. 85% of our work is repeat business. Our client base is primarily high growth, small to mid-market companies. Our specialty is building out the senior management team.

<p>Location</p> <p>2700 – 161 Bay Street, TD Canada Trust Tower Toronto, ON masseyhenry.com/ (416) 728-6500 ca.linkedin.com/company/massey-henry</p>	<p>Leading Principals</p> <p>Michael Henry, Managing Partner; John Sanders, Senior Partner, Board &amp; CEO Services; Charlotte Berry, Partner; Alex Bunyan, Partner &amp; Co-Head, Leadership Practice; Elaine Lajeunesse, Partner &amp; Co-Head, Leadership Practice</p>															
<p>Year Established</p> <p>2021</p>	<p>Estimated Revenue</p>															
<p>Number of Recruiters</p> <p>11</p>	<p>Number of Offices</p> <p>2</p>															
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Canada, USA</p>															
<p>Professional Memberships</p> <p>Women Get on Board, BoardShift, Canadian Council for Aboriginal Business, The Black Opportunity Fund</p>	<p>Fee Procedure</p> <p>Fixed fee or a percentage of the successful candidate's base salary</p>															
<p>Off-Limits Policy</p> <p>We will not approach any employees currently at any of our existing client organizations for a period of 12 months after the close date of a search assignment.</p>	<p>Average Time to Completion on Assignments</p> <p>10 weeks</p>															
<p>Industry Focus</p> <p>Financial Services</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>C-Suite</td> <td>HR</td> <td>Investment</td> </tr> <tr> <td>Board</td> <td>Cybersecurity</td> <td>Finance</td> </tr> <tr> <td>SVP</td> <td>Payments</td> <td>Operations</td> </tr> <tr> <td>Risk</td> <td>Lending</td> <td>Digital Transformation</td> </tr> <tr> <td>Regulatory</td> <td>Syndication</td> <td></td> </tr> </table>	C-Suite	HR	Investment	Board	Cybersecurity	Finance	SVP	Payments	Operations	Risk	Lending	Digital Transformation	Regulatory	Syndication	
C-Suite	HR	Investment														
Board	Cybersecurity	Finance														
SVP	Payments	Operations														
Risk	Lending	Digital Transformation														
Regulatory	Syndication															
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Executive Search	Interim/Contingent Search															
Succession Planning	Leadership Consulting/															
Diversity, Equity + Inclusion	Development															
Board Services	Onboarding															
Executive Coaching	Succession Planning															

Firm Overview

Massey Henry is one of North America's leading executive search and board advisory firms focused exclusively on serving the financial services sector. With an experienced team of former industry leaders and talent management specialists, the firm combines innovative technology with sector expertise to provide clients with full-scope executive search, talent assessment, coaching, and leadership advisory services. Our specialization in financial services executive recruitment provides us with access to a deep network of candidates and referrals across the sector. Our team has successfully led 400+ executive searches, bringing decades of relevant experience in the industry.



<p>Location</p> <p>1740 Broadway, 15th Floor New York, NY www.mccormackkristel.com/ (212) 531-5003 www.linkedin.com/company/mccormack-kristel/</p>	<p>Leading Principals</p> <p>Michelle Kristel, Managing Partner</p>
<p>Year Established</p> <p>1993</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p> <p>6</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$200,000, \$225,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>NNSC - Network of Nonprofit Search Consultants, NGLCC - National LGBT Chamber of Commerce</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p> <p>We will not approach anyone at a client organization for two years from the time of our most recent placement. We will not approach a placement for as long as they are with the organization we placed them in.</p>	<p>Average Time to Completion on Assignments</p> <p>5 months</p>
<p>Industry Focus</p> <p>Healthcare Non Profit Philanthropy</p>	<p>Functional Expertise</p> <p>C-Suite</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>Los Angeles Homeless Services Authority (LAHSA) - Chief Executive Officer Y; WCA-NYC - Chief Executive Officer; Liliuokalani Trust - Executive Director; Local Progress - Executive Director; TransForm - Executive Director; Arcus Center for Social Justice - Executive Director; Los Angeles LGBT Center - Chief Marketing and Communications Officer; Liliuokalani Trust - Managing Director, Strategy; Point Source Youth - SVP, Development; Astraea Foundation - VP, Operations; Astraea Foundation - VP, Strategic Engagement; Baby2Baby - Chief Financial Officer</p>

Firm Overview

McCormack + Kristel is a national provider of executive search consulting services for nonprofit and philanthropic organizations. Our practice is focused on mission-driven clients, with expertise in placing executive and senior leaders in foundations, and advocacy, social justice, health and human service organizations.

# McDERMOTT + BULL

<b>Location</b> 2 Venture, Suite 100 Irvine, CA mbexec.com/ (949) 753-1700 www.linkedin.com/company/mbexec/	<b>Leading Principals</b> Rod McDermott, CEO + Co-Founder; Chris Bull, Managing Partner + Co-Founder; Brandon Biegenzahn, President; Mark McConnell, Senior Managing Director, Interim Leaders
<b>Year Established</b> 2001	<b>Estimated Revenue</b> \$30m
<b>Number of Recruiters</b> 11	<b>Number of Offices</b> 11
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$330,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> NBAA, EAA, AOPA, The California Bankers Association, Association for Corporate Growth, Urban Land Institute, Institute for Corporate Directors, HR Professionals Association, Private Directors Association	<b>Fee Procedure</b> Retained fee model based on key milestones
<b>Off-Limits Policy</b> 2 years from the last search with that particular client	<b>Average Time to Completion on Assignments</b> 90 days
<b>Industry Focus</b> Academia/Higher Education Consumer Goods & Services Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance  Non Profit Professional Services Sports, Media & Entertainment Technology Aerospace + Defense Real Estate Private Equity	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Executive Coaching  Interim/Contingent Search Leadership Consulting/ Development Succession Planning	<b>Recently Completed Assignments</b>

## Firm Overview

McDermott + Bull Executive Search is leading the way in transforming executive search services worldwide, one relationship at a time. With experienced principals in the United States, Canada, and Europe, McDermott + Bull has become the trusted search advisor for empowering change on behalf of private and public companies, private equity firms, and their operating companies. Known for being thorough and balancing the need for urgency, McDermott + Bull provides personalized solutions to those who value contribution over pedigree. Leveraging deep vertical experience, innovative thinking, and proven time-saving methodologies, the company challenges the norm and thrives in the recruitment of difficult-to-find, culture-critical VP to C-Suite executive talent. McDermott + Bull Interim Leaders is a unique, personalized, and urgent service that places performance-focused senior-level executives into consultative roles to manage business challenges and opportunities during a time of transformation. The interim leader talent pool consists of senior-level professionals across a diverse functional spectrum who meet the rigorous qualifications to work on time-sensitive engagements. The firm specializes in placing operations, finance and accounting, technology, human resources, and executive-level functions.





Reliable  
Leadership  
Advice™

<p>Location</p> <p>America Tower, 2929 Allen Parkway, Suite 200 Houston, TX www.mercuriurval.com (669) 235-7050 www.linkedin.com/company/mercuri-urval/</p>	<p>Leading Principals</p> <p>Richard Moore, CEO &amp; Partner; Tomas Hedström, CFO &amp; Partner; Sofia Hjort Lönegård, Head of Marketing &amp; Communications; Robin Karlestedt, Central Talent Manager &amp; Partner; Rik Zuidmeer, Head of International Business &amp; Partner</p>												
<p>Year Established</p> <p>1967</p>	<p>Estimated Revenue</p>												
<p>Number of Recruiters</p> <p>270</p>	<p>Number of Offices</p> <p>40</p>												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$130,000, \$180,000)</p>	<p>Geographical Concentration</p> <p>Global</p>												
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% upfront, 33.3% after Candidate presentation, 33.3% after closing of assignment.</p>												
<p>Off-Limits Policy</p> <p>We have an Off-limits Policy, which is a commitment to our client who is working with MU regarding Executive Search, or Professional Recruitment. With an off-limits agreement MU promises that we will engage with client employees within a certain period. The period begins from the completion date of the latest assignment.</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>												
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Government</td> <td>Technology</td> </tr> <tr> <td>HR/Diversity</td> <td>Automotive</td> </tr> <tr> <td>Industrial</td> <td>Aeronautics</td> </tr> </table>	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Professional Services	Financial Services	Sports, Media & Entertainment	Government	Technology	HR/Diversity	Automotive	Industrial	Aeronautics	<p>Functional Expertise</p> <p>All Functions</p>
Consumer Goods & Services	Life Sciences												
Cleantech/Sustainability	Professional Services												
Financial Services	Sports, Media & Entertainment												
Government	Technology												
HR/Diversity	Automotive												
Industrial	Aeronautics												
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Executive Coaching</td> </tr> <tr> <td>Succession Planning</td> <td>Leadership Consulting/ Development</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Succession Planning</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td></td> </tr> <tr> <td>Board Services</td> <td></td> </tr> </table>	Executive Search	Executive Coaching	Succession Planning	Leadership Consulting/ Development	Culture Advisory/Culture Shaping	Succession Planning	Diversity, Equity + Inclusion		Board Services		<p>Recently Completed Assignments</p>		
Executive Search	Executive Coaching												
Succession Planning	Leadership Consulting/ Development												
Culture Advisory/Culture Shaping	Succession Planning												
Diversity, Equity + Inclusion													
Board Services													

Firm Overview

MU is a leading global Executive Search, Professional Recruitment and Talent Advisory firm operating in over 70 countries every year. Our industry was formed to help clients with a timeless problem: Employing the right people. In the beginning, we discovered that it was possible to employ more effectively than the norm – using unique and pioneering methods that provided for a more open, valid and reliable selection. From the 1960s to today, we know that future success at work, that could not be directly observed, could still be reliably predicted. Today rapid change, increased expectations and scarcity of talent make this problem more challenging than ever to solve. Especially at leadership level where the impact of getting decisions right or wrong is the largest. An evidence-based method is required. From a diverse pool, more than 90% of leaders selected using the MU method succeed at work.



# THE MILLARD GROUP

<b>Location</b> Middletown, CT <a href="http://www.themillardgroup.com">www.themillardgroup.com</a> (860) 344-5920 <a href="http://www.linkedin.com/company/themillardgroup/">www.linkedin.com/company/themillardgroup/</a>	<b>Leading Principals</b> Craig Millard, Managing Partner, Co-founder; Paul Millard, Managing Partner, Co-founder
<b>Year Established</b> 1996	<b>Estimated Revenue</b> \$10m
<b>Number of Recruiters</b> 15	<b>Number of Offices</b>
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000-\$200,000, \$300,000 - \$1,000,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 87 days
<b>Industry Focus</b> Cleantech/Sustainability Technology SaaS Cybersecurity Enterprise Software IoT/Ot E-Commerce Internet Telecom Networking Supply Chain	<b>Functional Expertise</b> Revenue and GTM as well as C/VP Suite – sales, marketing, operations; CEO; Board; Fractional Executive / Interim, finance, and product
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development	<b>Recently Completed Assignments</b> (2) CEO, Chairman of the Board, (4) CRO, CMO, CCO, SVP Channel Sales, VP Marketing, SVP Americas Sales, VP of Security Sales, COO. Client size and stage– VC, PE and Public tech companies

## Firm Overview

The Millard Group, a boutique executive search firm, specializes in two distinct search platforms. The first focuses on executive search, catering to VP/C-suite positions, while the second centers around scaling sales organizations. With our expertise in both areas, we are equipped to find top-tier executive talent for leadership roles as well as build high-performing sales teams. Since our establishment in 1996 and with a team of 28 dedicated professionals, we have successfully partnered with transformative technology companies, delivering exceptional results and contributing to their growth and success. Seventy-five percent of our clients are VC or PE companies, the other twenty-five percent are public.

<p>Location</p> <p>Verona, New Jersey mirassp.com linkedin.com/company/mirassearchpartners</p>	<p>Leading Principals</p> <p>Cliff Miras, Managing Partner</p>
<p>Year Established</p> <p>2022</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>2</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled (\$200,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>International Retained Search Association, Tinzon Group</p>	<p>Fee Procedure</p> <p>Performance milestone based fee arrangement</p>
<p>Off-Limits Policy</p> <p>As a boutique executive search firm we have minimal off-limit restrictions</p>	<p>Average Time to Completion on Assignments</p> <p>Typically a candidate offer is extended within 12 weeks of the initiation of the search assignment</p>
<p>Industry Focus</p> <p>Life Sciences Pharmaceuticals &amp; Biotechnology Specialists</p>	<p>Functional Expertise</p> <p>Clinical Development (M.D.s and Ph.D.'s)      Project Management Program Management Clinical Operations Chief Medical Officers (CMOs)</p>
<p>Areas of Service</p> <p>Executive Retained Search Exclusive Non-Retained Arrangements Note: we do not do any interim work</p>	<p>Recently Completed Assignments</p> <p>EVP, Head of R&amp;D and CMO   Early-Stage Cancer Stem Cell Therapy Co; EVP, Global Head of Development   Top 20 WW Oncology Co &amp; Top 35 WW Pharma Co; Chief Medical Officer   Early-stage Immuno-Oncology/IO Cell Therapy Co; SVP, Global Head Medical Affairs &amp; CMO   Top 20 WW Oncology &amp; Top 35 WW Pharma Co</p>

Firm Overview

Miras Search Partners is a highly focused boutique Executive Search and Recruitment Firm with over 20 years of experience specializing in the Pharmaceutical & Biotechnology Industry. We help our clients find, attract, engage, qualify, and ultimately land the highly sought-after and Vital Talent they want and need to hire.



<b>Location</b> 3343 Peachtree Road NE Ste 145-338 Atlanta, GA <a href="http://www.modernexecutivesolutions.com/">www.modernexecutivesolutions.com/</a> (706) 810-4220 <a href="http://www.linkedin.com/company/modern-executive-solutions">www.linkedin.com/company/modern-executive-solutions</a>	<b>Leading Principals</b> Mark Oppenheimer, CEO; Michelle Domanico, COO
<b>Year Established</b> 2021	<b>Estimated Revenue</b> \$45m
<b>Number of Recruiters</b> 27	<b>Number of Offices</b> 5
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$300,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> 33.3% cash compensation across 4 stages with the last stage subject to experience SLAs
<b>Off-Limits Policy</b> We will not solicit the Placed Employee for a period of 12 months	<b>Average Time to Completion on Assignments</b> 120 days
<b>Industry Focus</b> Consumer Goods & Services      Legal/Compliance Financial Services                      Professional Services Healthcare                                  Sports, Media & Entertainment HR/Diversity                                Technology Industrial                                      Private Equity Life Sciences	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Assessment                                  Critical Role Architecture Coaching & Mentoring                      Culture and Change Management Executive Search                              Talent Strategy Workshops Executive Benchmarking                      Team Effectiveness Diversity Pipelining                            Succession Planning Organization Design	<b>Recently Completed Assignments</b>

Firm Overview

Modern Executive Solutions is a strategic talent advisory firm dedicated to transforming the boardrooms and critical leadership teams of the world's largest and most influential organizations. Our mission? Boosting diversity and fostering an inclusive culture that drives business success through an uncompromising and relentless focus on experience and excellence. By leveraging exceptional intelligence and assessment capabilities, we deliver cutting-edge integrated solutions that yield results for our clients. Modern has boldly revolutionized the search firm landscape for both our clients and candidates. Setting new benchmarks for the search industry is our goal each and every day. And not willing to leave tomorrow's diversity to chance, Modern simultaneously helps develop and support the next generation of talent through our charity partners.



# MODERN

The intelligent solution for diverse leadership

## How do you reduce human capital risk and drive your company's talent strategy?

**Modern Executive Solutions** is the only premium global organization that has an integrated model across the four solutions of talent strategy, leader development, executive search, and assessment. By combining and approaching these solutions as one set of offerings, you gain a clearer, holistic picture of your talent.

Let's build sustainable and diverse teams that drive success. Together.



• Leader Development

• C-Suite Assessment

• Executive Search

• Talent Strategy



<p>Location</p> <p>3102 West End Avenue, Suite 400 Nashville, TN morgansamuels.com/ www.linkedin.com/company/morgan-samuels</p>	<p>Leading Principals</p> <p>Bert Hensley Chairman &amp; CEO; Tim Dunn Senior Client Partner; Darin DeWitt Senior Client Partner; Stacy Fitzgerald Principal; Tom Dunn Principal</p>										
<p>Year Established</p> <p>1969</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>										
<p>Professional Memberships</p>	<p>Fee Procedure</p>										
<p>Off-Limits Policy</p> <p>Morgan Samuels will not recruit from client company for 12 months concluding search.</p>	<p>Average Time to Completion on Assignments</p> <p>63 day median cycle time</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Industrial</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Life Sciences</td> </tr> <tr> <td>Financial Services</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> <tr> <td>HR/Diversity</td> <td></td> </tr> </table>	Consumer Goods & Services	Industrial	Cleantech/Sustainability	Life Sciences	Financial Services	Professional Services	Healthcare	Technology	HR/Diversity		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Board Director</p>
Consumer Goods & Services	Industrial										
Cleantech/Sustainability	Life Sciences										
Financial Services	Professional Services										
Healthcare	Technology										
HR/Diversity											
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p>										

Firm Overview

Morgan Samuels is a leading executive search firm revolutionizing the industry. Recognized as a top firm by Forbes, Hunt Scanlon, and business journals, Morgan Samuels consistently outperforms industry standards. With a personal, passionate, and comprehensive approach to executive search, the firm places exceptional and diverse talent in extraordinary roles across all industries and functions. Morgan Samuels partners with organizations to unlock their full potential through exceptional executive recruitment.

## MPI Companies



<p>Location                  MPI-Companies.com (Furstgroup.com / SSGSearch.com / NuBrickPartners.com)                  www.linkedin.com/company/furst-group/ www.linkedin.com/company/salvesonstetsongroup/ www.linkedin.com/company/nubrick-partners/</p>	<p>Leading Principals                  Tim Frischmon, Principal (Furst Group); Deanna Banks, Principal (Furst Group); Joe Mazzenga, Managing Partner (NuBrick Partners); Dave Appino, Principal and Chief Operating Officer (NuBrick Partner)</p>				
<p>Year Established                  1984</p>	<p>Estimated Revenue</p>				
<p>Number of Recruiters                  N/A</p>	<p>Number of Offices                  11</p>				
<p>Lowest Salary Handled, Average Salary Handled                  N/A</p>	<p>Geographical Concentration                  National</p>				
<p>Professional Memberships                  AESC / IIC Partners</p>	<p>Fee Procedure                  33% retained only for search - fee based consulting for NuBrick Partners</p>				
<p>Off-Limits Policy                  1 year</p>	<p>Average Time to Completion on Assignments                  117 days</p>				
<p>Industry Focus</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">                 Financial Services                  Healthcare                  HR/Diversity                  Industrial             </td> <td style="width: 50%; border: none;">                 Life Sciences                  Professional Services                  PE / VC / Family Office             </td> </tr> </table>	Financial Services Healthcare HR/Diversity Industrial	Life Sciences Professional Services PE / VC / Family Office	<p>Functional Expertise</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">                 All Functions                  C Suite/President/Managing Partner                  Vice President                  Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer                  Legal/Compliance             </td> <td style="width: 50%; border: none;">                 Human Resources                  Diversity, Equity &amp; Inclusion (DE+I)                  Chief Information Security Officer/                  Cybersecurity             </td> </tr> </table>	All Functions C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance	Human Resources Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity
Financial Services Healthcare HR/Diversity Industrial	Life Sciences Professional Services PE / VC / Family Office				
All Functions C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance	Human Resources Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity				
<p>Areas of Service</p> <ul style="list-style-type: none"> <li>Executive Search</li> <li>Succession Planning</li> <li>Culture Advisory/Culture Shaping</li> <li>Executive Coaching</li> <li>Leadership Consulting/Development</li> </ul>	<p>Recently Completed Assignments</p> <p>President and Chief Executive Officer - Public Health Institute (PHI); Chief Nursing Officer, Executive VP for Patient Care - Hennepin Healthcare; Chief Executive Officer - American Diabetes Association; Chief People Officer - St. Luke's Hospital; Chief Diversity, Health Equity &amp; Inclusion Officer - Baystate Health; Chief Health and Science Officer - American Medical Association</p>				

### Firm Overview

Management Partners, Inc. (MPI) is comprised of three interconnected companies—Furst Group, Salveson Stetson Group, and NuBrick Partners. Together, our organizations provide solutions and support for all aspects of talent management, including executive search, senior leadership development, and executive team performance. With a combined team of nearly 70 employees, we have conducted more than 4,000 engagements. Visit MPI-Companies.com for more information.

Advancing organizations across all facets of healthcare and life sciences through meaningful, collaborative partnerships.  
Ranked in Top 10 by *Modern Healthcare* and as a Top Executive Search Firm by *Forbes*.



Healthcare Executive Search

[furstgroup.com](http://furstgroup.com)

Transforming organizations through a systemic, holistic approach to leadership effectiveness that provides a competitive edge by developing high-performing executive leaders and teams.



Leadership Development

[nubrickpartners.com](http://nubrickpartners.com)

Creating meaningful client partnerships for more than 25 years – supporting multi-industry C-Suite talent with specialty practices in HR, Finance, Non-profit, Pharmaceuticals, and Biotechnology.  
Ranked as a Top Executive Search Firm by *Forbes*.



Retained Executive Search

[ssgsearch.com](http://ssgsearch.com)





<p>Location</p> <p>1150 First Avenue, Suite 501 King of Prussia, PA www.n2growth.com/ (800) 944-4662 www.linkedin.com/company/n2growth</p>	<p>Leading Principals</p> <p>Kelli Vukelic, Chief Executive Officer; James Hotaling, President and Global Head of Leadership &amp; Advisory; Jessica Toth, Senior Director of Executive Search; Brian Greer, Senior Director of Executive Search; Leslie Goldhill, Senior Director of Executive Search; Chris Fryer, Partner; Robby Meara, Partner; Ryan Stephens, Managing Consultant</p>												
<p>Year Established</p> <p>2006</p>	<p>Estimated Revenue</p>												
<p>Number of Recruiters</p> <p>210</p>	<p>Number of Offices</p> <p>27</p>												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$425,000)</p>	<p>Geographical Concentration</p> <p>Global</p>												
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>29.5% of the candidate's first-year on-target earnings</p>												
<p>Off-Limits Policy</p> <p>Placed candidate, their superior(s), and direct report(s) are off limits.</p>	<p>Average Time to Completion on Assignments</p>												
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Healthcare</td> <td>Professional Services</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Healthcare	Professional Services	HR/Diversity	Technology	<p>Functional Expertise</p> <p>All Functions</p>
Academia/Higher Education	Industrial												
Consumer Goods & Services	Life Sciences												
Cleantech/Sustainability	Legal/Compliance												
Financial Services	Non Profit												
Healthcare	Professional Services												
HR/Diversity	Technology												
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Board Effectiveness Solution</td> </tr> <tr> <td>Succession Planning</td> <td>Market Mapping</td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> <tr> <td>Leadership Consulting/Development</td> <td></td> </tr> <tr> <td>Succession Planning</td> <td></td> </tr> <tr> <td>Retained Board Search</td> <td></td> </tr> </table>	Executive Search	Board Effectiveness Solution	Succession Planning	Market Mapping	Executive Coaching		Leadership Consulting/Development		Succession Planning		Retained Board Search		<p>Recently Completed Assignments</p> <p>Diebold Nixdorf, SVP Services - Americas; Plunge, Chief Operating Officer; Northern Nevada HOPES, Chief Behavioral Health Officer; Kamco Invest, Head of Business Development; Sepasoft, Chief Executive Officer; Elevate Entertainment Group, Chief Operating Officer; Central Moloney, Inc., Chief Human Resources Officer; C-Quest Capital, Global Chief Operating Officer</p>
Executive Search	Board Effectiveness Solution												
Succession Planning	Market Mapping												
Executive Coaching													
Leadership Consulting/Development													
Succession Planning													
Retained Board Search													

Firm Overview

Founded in 2006, N2Growth has emerged as a leading global executive search and advisory services firm, disrupting the industry with a bold vision for change. Our mission is driven by the dynamic leadership of CEO Kelli Vukelic, who brings over two decades of experience from leading competitors in the field. At N2Growth, we pride ourselves on delivering a unique value proposition that sets us apart from the rest. Our approach is DE&I-first, putting diversity, equity, and inclusion at the core of everything we do. We are tech-forward, leveraging cutting-edge technology and data insights to enhance the search and coaching experience through our proprietary portal, Vue. We are incredibly proud of our recognition by Forbes as a top search firm globally for seven consecutive years, standing toe-to-toe with industry giants. N2Growth is also distinguished as one of the few woman-led, boutique firms in the market, adding a unique perspective to our services.



**NEW FRONTIER**  
- SEARCH COMPANY -

<p>Location</p> <p><b>Barrington, IL</b> www.newfrontiersearch.net (847) 363-9789 www.linkedin.com/in/russriendeau/</p>	<p>Leading Principals</p> <p><b>Russ Riendeau, PhD, Senior Partner</b></p>
<p>Year Established</p> <p><b>2000</b></p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p><b>1</b></p>	<p>Number of Offices</p> <p><b>1</b></p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p><b>(\$100,000, \$150,000)</b></p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p> <p><b>Dr. Riendeau is a member of American Psychology Association, Mayo Clinic Certified Wellness Coach, American College of Lifestyle Medicine</b></p>	<p>Fee Procedure</p> <p><b>30% minimum, all retained searches</b></p>
<p>Off-Limits Policy</p> <p><b>Nothing in particular other than not sourcing from current clients</b></p>	<p>Average Time to Completion on Assignments</p> <p><b>Less than 90 days in pandemic-influenced workplace environments</b></p>
<p>Industry Focus</p> <p><b>Consumer Goods &amp; Services      Technology Healthcare                              Plastic Packaging Industrial                                 Building Products Professional Services Sports, Media &amp; Entertainment</b></p>	<p>Functional Expertise</p> <p><b>C Suite/President/Managing Partner                              Chief Information Security Officer/ Vice President    Cybersecurity Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Diversity, Equity &amp; Inclusion (DE+I)</b></p>
<p>Areas of Service</p> <p><b>Executive Search Culture Advisory/Culture Shaping Executive Coaching Leadership Consulting/Development</b></p>	<p>Recently Completed Assignments</p>

Firm Overview

New Frontier Search Company's Senior Partner, Dr. Russ Riendeau is one of only .002% of executive search professionals with over 38 years of search experience and is also a PhD psychologist. This distinct competitive advantage allows a more in-depth perspective to candidate matching, as well as time-saving for the hiring executives to not meet the wrong candidates for the role. We've completed over 6000 search assignments throughout North America since 1985. Our focus as well is working with mid-sized companies looking to grow their business and enhance their business model to align with a contemporary approach to leadership, sales strategy and training and culture awareness.



<p>Location</p> <p>600 Fifth Avenue, 2nd Floor New York, NY norgaypartners.com (646) 838-0499 www.linkedin.com/company/norgay-partners/</p>	<p>Leading Principals</p> <p>Mary Gay Townsend, Managing Partner &amp; Founder; Chandler Holbrook, Managing Director &amp; Co-Founder; Wendy Norton, Managing Director, Head of West Coast; Kylie Hart, Director &amp; Co-Founder; John Major, Vice President</p>
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>9</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>Global</b></p>
<p>Professional Memberships</p> <p><b>WAVE</b></p>	<p>Fee Procedure</p> <p><b>Retained</b></p>
<p>Off-Limits Policy</p> <p>We strictly adhere to each client's contract. Clients we have active searches with are off-limits.</p>	<p>Average Time to Completion on Assignments</p> <p><b>3 months</b></p>
<p>Industry Focus</p> <p><b>Financial Services</b></p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p>Executive Search Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Succession Planning</p>	<p>Recently Completed Assignments</p> <p>Lift-Out of Global Private Funds Team; North American Head of Fundraising; North American Head of Secondary Advisory; North American Head of Secondaries Investing; Head of North American Credit; Real Estate Private Equity CFO; Senior PM, Head of Private Equity Co-investing</p>

Firm Overview

Norgay Partners is a retained executive search firm providing strategic talent solutions for clients in the alternative investment and advisory communities. With offices in New York and Los Angeles, we work in collaboration with our partner firm, Carpenter Farraday, based in London, to give our clients unmatched global search and placement capabilities across the globe.

Norgay Partners provides strategic talent solutions for clients in the alternative investment and advisory space.

[More About Us](#)



<b>Location</b> 6640 Carothers Parkway, Suite 110 Franklin, TN <a href="http://northwindpartners.com/">northwindpartners.com/</a> (703) 843-0088 <a href="http://www.linkedin.com/company/northwind-partners/mycompany/">www.linkedin.com/company/northwind-partners/mycompany/</a>	<b>Leading Principals</b> Mark HuYoung, Managing Partner
<b>Year Established</b> 2006	<b>Estimated Revenue</b> \$12m
<b>Number of Recruiters</b> 21	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$400,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> ACG, AIA, AUSA, GEOINT, NDIA, PSC	<b>Fee Procedure</b> Milestone-Based Retainer
<b>Off-Limits Policy</b> Recruitment of placed executive never allowed; recruitment from client business is 2 years from date of last/previous engagement.	<b>Average Time to Completion on Assignments</b> 90 days
<b>Industry Focus</b> Government                      Technology Healthcare Industrial Professional Services	<b>Functional Expertise</b> Vice President Diversity, Equity & Inclusion (DE+) Alternative investing seats across all levels and marketing & investor relations professionals
<b>Areas of Service</b> Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Leadership Consulting/Development Onboarding	<b>Recently Completed Assignments</b>

Firm Overview

Founded in 2006, NorthWind Partners is the leading, independent board & executive search, selection, assessment, and development firm at the intersection of private equity and heavily government-influenced & highly regulated industries and markets (including aerospace, artificial intelligence, aviation, cybersecurity, defense & space, digital transformation, engineering, government contracting, healthcare, mobile/telecommunications, precision & electronic manufacturing, professional & technical services, supply chain, and transportation). It is our privilege to collaborate with investors, boards, and enterprise leaders on four primary objectives: - Favorably advance the agenda of owners, investors, boards, and/or business leaders while solving leadership and organizational challenges. - Evaluate, recruit, and shape boards, senior teams, and executives that effectively calibrate with deal theses and/or overall investment or corporate objectives resulting in immediate impact, significant value creation, and, ultimately, successful exits or outcomes. - Provide discrete buy-side human capital support to investors or clients within our key industries through NorthWind's analytics team. - Invest or co-invest with select clients in assets or funds, where we partner to build or enhance platform leadership teams or boards, for true alignment through hold periods. NorthWind Partners operates as a single, firm-wide P&L where all stakeholders are remunerated for the success of the firm rather than solely individual production. This structure is critical to our 99% project completion rate. It significantly increases speed of execution and minimizes the internal obstacles and friction that often hampers teams from being completely focused on optimal outcomes for clients. Our team leverages a proprietary evaluative Absolute Alignment framework and more than 150 years of cumulative experience working alongside investors and businesses on over 1000 engagements.

# NOTCH PARTNERS

<p>Location</p> <p>252 West 37th Street, Suite 1600 New York, NY notchpartners.com/ (917) 942-8300 www.linkedin.com/company/notch-partners-llc/</p>	<p>Leading Principals</p> <p>Andrew Thompson, CEO; Ayelet Witelson, Chief Administrative Officer &amp; Managing Director; Judy Collins, Managing Director, Industrials; Heather McNaught Gilpin, Managing Director, Healthcare &amp; Life Sciences; Jeff Weathers, Managing Director, Consumer &amp; Business Services</p>
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>27</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Fee for Service, based upon client activity levels</p>
<p>Off-Limits Policy</p> <p>Generally not an issue, given our focus on pre-investment elite advisory executives</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Life Sciences Financial Services              Sports, Media &amp; Entertainment Healthcare                          Technology Industrial                              Business Services</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p>

## Firm Overview

Notch Partners is the expert at cultivating exclusive partnerships with elite executives on behalf of our Private Equity clients, during the pre-investment phase, in order to position them for superior investment returns. For each PE client, we assemble a customized ecosystem of exceptional talent, resulting in superior returns for investors and transformative career opportunities for executives.

<b>Location</b> Virtual or USA nuadvisorypartners.com www.linkedin.com/company/nu-advisory-partners	<b>Leading Principals</b> Nada Usina - CEO and Co-Founder; Meredith Rosenberg – Partner and Co-Founder; Mar Hernandez – Partner and Co-Founder; Libby Naumes – Partner and Co-Founder
<b>Year Established</b> 2023	<b>Estimated Revenue</b> \$18M
<b>Number of Recruiters</b> 21	<b>Number of Offices</b> Remote
<b>Lowest Salary Handled, Average Salary Handled</b> (\$300,000, \$600,000)	<b>Geographical Concentration</b> Americas and Europe
<b>Professional Memberships</b> Certified Women Owned Business	<b>Fee Procedure</b> Retained, fixed, cash + equity
<b>Off-Limits Policy</b> Case-by-case	<b>Average Time to Completion on Assignments</b> 2 months
<b>Industry Focus</b> AI Education & edTech Consumer Digital Financial Services Media & Entertainment Private Equity Software and SaaS Sports Technology and Telco Retail	<b>Functional Expertise</b> CEO Board President / GM COO / Operations Go to market (revenue, marketing, customer experience) Technology (CTO, CIO, CDO, data, analytics, AI) CFO, CHRO, General Counsel
<b>Areas of Service</b> Executive search Assessments Expert introductions Due diligence Pre-deal assessments Succession Planning Board Services Leadership consulting Onboarding Referencing	<b>Recently Completed Assignments</b>

Firm Overview

NU Advisory Partners is an executive search and advisory firm that is defined by the way we partner with our clients to identify their problems and find solutions. We use technology and artificial intelligence, and leverage our networks and years of experience as operators, leaders, and advisors, to help companies engage the most exceptional talent. We take a high-touch, hands-on approach and have a complete commitment to our clients to get the job done.

# 50+ years is a long time to do anything the same way.



***Change is here.***

## **Meet NU.**

We are the executive search firm with a fresh perspective. We are experienced operators with deep networks, diverse perspectives, and a technology- and AI-led approach. And we partner with top organizations to solve their *toughest* leadership challenges.

Learn more at: [nusearch.com](https://nusearch.com)








<b>Location</b> 1305 Post Rd Fairfield, CT www.oconnellgroup.com (203) 834-2900 www.linkedin.com/company/o'connell-group	<b>Leading Principals</b> Dixon A Smith, Managing Principal; Kris S Holmes, Principal; Ken Dammeyer, Principal
<b>Year Established</b> 1993	<b>Estimated Revenue</b> N/A
<b>Number of Recruiters</b> 9	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,000, \$175,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> SHRM, NAPS, Pinnacle Society	<b>Fee Procedure</b> Retained/Engaged
<b>Off-Limits Policy</b> O'Connell Group, LLC will not actively recruit personnel, at the Director level or above, from Client for the duration of this agreement. However, we are prevented by law from discriminating and are obligated to present opportunities for which they are qualified to candidates who contact us directly, without our solicitation, requesting such opportunity.	<b>Average Time to Completion on Assignments</b> N/A
<b>Industry Focus</b> Consumer Goods & Services	<b>Functional Expertise</b> Marketing/Insights & Sales Leadership Chief Marketing Officer Chief Insights Officer VP/SrVP/EVP - Marketing & Consumer Insights
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> Chief Marketing Officer; VP Strategic Intelligence; SVP of Marketing & Innovation; President & General Manager; Head of DTC Marketing

Firm Overview

Founded in 1993 by CPG industry veterans, O'Connell Group stands as one of America's leading executive search firms specializing in consumer marketing, insights, and analytics for the CPG industry and other consumer-centric organizations. Our approach is grounded in relationship-building. We connect proven leaders and top-performing professionals with premier brands, consumer-driven organizations, entrepreneurial companies, and private equity-backed enterprises. As your trusted advisors, we offer counsel, expertise, and guidance, enabling both companies and candidates to make the most informed decisions. We don't blindly venture into competitive hiring markets hoping to find your ideal candidate—we've already done the work and know who they are.



Consumer Marketing & Insights Search

# Build Leadership

Recruit the best leaders and strongest teams  
in the industry.

## Your Connected Partner

Simplify your search for transformative leaders and stellar teams who accelerate profitable growth for consumer-facing companies - from private equity-backed environments to the Fortune 50.

With more than 30 years of cultivating relationships, we speak the language, know the landscape, and are trusted in the network of classically trained leaders and teams.

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ONE OF AMERICA'S  
BEST EXECUTIVE  
RECRUITING FIRMS

**Forbes**

PROUD MEMBER OF



**30**  
YEARS  
O'CONNELL



<p>Location  <b>2 Grand Central Tower, 140 E 45th Street 44th Floor</b>  <b>New York, NY 10017</b>  <b>www.odgersberndtson.com</b>  <b>(978) 460-0152</b>  <b>www.linkedin.com/company/odgers-berndtson</b></p>	<p>Leading Principals  <b>Kennon Kincaid, CEO; Frances Taplett, COO</b></p>																										
<p>Year Established  <b>2011</b></p>	<p>Estimated Revenue</p>																										
<p>Number of Recruiters  <b>75</b></p>	<p>Number of Offices  <b>7</b></p>																										
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration  <b>Global</b></p>																										
<p>Professional Memberships  <b>Society for Human Resource Management, National Association of Manufacturers, The Honor Foundation, People Scout, AESC, Economic Club Membership, American Association of Port Authorities</b></p>	<p>Fee Procedure  <b>Most of our fees are booked in three retainers that bill at 30/60 and 90 days</b></p>																										
<p>Off-Limits Policy  <b>We are an open and collaborative team and thus we try to keep as few people and organizations off-limits as possible. We are focused on the best for our clients and candidates and that requires having an open aperture. When we do have off-limits clients those are approved at the global board level.</b></p>	<p>Average Time to Completion on Assignments  <b>170 days</b></p>																										
<p>Industry Focus</p> <table border="0"> <tr> <td><b>Academia/Higher Education</b></td> <td><b>Life Sciences</b></td> </tr> <tr> <td><b>Consumer Goods &amp; Services</b></td> <td><b>Legal/Compliance</b></td> </tr> <tr> <td><b>Cleantech/Sustainability</b></td> <td><b>Non-Profit</b></td> </tr> <tr> <td><b>Financial Services</b></td> <td><b>Professional Services</b></td> </tr> <tr> <td><b>Government</b></td> <td><b>Sports, Media, Entertainment</b></td> </tr> <tr> <td><b>Healthcare</b></td> <td><b>Technology</b></td> </tr> <tr> <td><b>HR/Diversity</b></td> <td></td> </tr> <tr> <td><b>Industrial</b></td> <td></td> </tr> </table>	<b>Academia/Higher Education</b>	<b>Life Sciences</b>	<b>Consumer Goods &amp; Services</b>	<b>Legal/Compliance</b>	<b>Cleantech/Sustainability</b>	<b>Non-Profit</b>	<b>Financial Services</b>	<b>Professional Services</b>	<b>Government</b>	<b>Sports, Media, Entertainment</b>	<b>Healthcare</b>	<b>Technology</b>	<b>HR/Diversity</b>		<b>Industrial</b>		<p>Functional Expertise</p> <table border="0"> <tr> <td><b>C Suite/President/Managing Partner</b></td> <td><b>DE+I</b></td> </tr> <tr> <td><b>Vice President</b></td> <td><b>Chief Information Security Officer/</b></td> </tr> <tr> <td><b>Chief HR Officer/Chief Diversity, Equity and Inclusion Officer</b></td> <td><b>Cybersecurity</b></td> </tr> <tr> <td><b>Legal/Compliance</b></td> <td><b>We are primarily focused on C suite and C-1 and C-2</b></td> </tr> <tr> <td><b>HR</b></td> <td></td> </tr> </table>	<b>C Suite/President/Managing Partner</b>	<b>DE+I</b>	<b>Vice President</b>	<b>Chief Information Security Officer/</b>	<b>Chief HR Officer/Chief Diversity, Equity and Inclusion Officer</b>	<b>Cybersecurity</b>	<b>Legal/Compliance</b>	<b>We are primarily focused on C suite and C-1 and C-2</b>	<b>HR</b>	
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Firm Overview

Odgers Berndtson is a global executive search and human capital consulting firm with a strong presence in Europe, North America, Asia, and Africa. We focus on delivering outstanding client service across a variety of industries, with particular strengths in Industrial, Aerospace & Defense, Not-for-Profit & Associations, and Life Sciences. Additionally, we have a growing leadership advisory practice with key strengths in assessments and coaching, as well as core capabilities in Interim placements. We strive to be the trusted advisor our clients turn to.



# ODYSSEY SEARCH PARTNERS

<p>Location</p> <p>747 Third Avenue, 15th Floor New York, NY www.odysseysearchpartners.com/ (212) 750-5677 www.linkedin.com/company/odyssey-search-partners-inc/</p>	<p>Leading Principals</p> <p>Adam Kahn, Managing Partner; Anthony Keizner, Managing Partner; Brian Byck, Managing Director; Sanjeev Sharma, Managing Director; Chris Westerlind, Managing Director</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>18</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p><b>Financial Services</b></p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p>Executive Search Diversity, Equity + Inclusion</p>	<p>Recently Completed Assignments</p> <p>Head of Credit at \$10B Structured Products Manager focused on Multi-Asset Corporate Credit; Head of Origination at \$50B Credit Platform investing in Private Credit; Head of Marketing and Business Development at \$2.5B Hedge Fund; Portfolio Manager at \$20B Long/Short Equity firm investing in Healthcare; Partner at \$70B Hedge Fund investing in Capital Structure Solutions</p>

## Firm Overview

Odyssey Search Partners is a premier, retained buy-side-focused search firm, founded in 2010 and led by Adam Kahn and Anthony Keizner. The firm specializes in placing investment, investor relations, and capital markets professionals in the private equity, hedge fund, family office, and credit sectors. Their expertise spans all levels of recruitment, from pre-MBAs to Partners and Portfolio Managers. Their team currently comprises 18 full-time search professionals. Odyssey is recognized as an innovator in diversity hiring, and as a thought leader in the financial services search world.



<b>Location</b> Hudson, OH <a href="http://onpartners.com/">onpartners.com/</a> <a href="http://www.linkedin.com/company/on-search-partners">www.linkedin.com/company/on-search-partners</a>	<b>Leading Principals</b> Matt Mooney, Co-President; Tim Conti, Co-President
<b>Year Established</b> 2006	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 25	<b>Number of Offices</b> 9
<b>Lowest Salary Handled, Average Salary Handled</b> (\$300,000, \$500,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retainer in 0,30,60 days
<b>Off-Limits Policy</b> Standard 12 month off-limits policy. Permanent for executive placements.	<b>Average Time to Completion on Assignments</b> 100 days
<b>Industry Focus</b> Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences  Professional Services Sports, Media & Entertainment Technology Private Equity Venture Capital and Growth Equity	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Board Services	<b>Recently Completed Assignments</b>

Firm Overview

Since 2006, ON Partners is the only pure-play retained executive search firm building diverse C-level and board leadership teams across industries and functions. With offices across the country, we rebuilt the institution of executive search for the way you work. Our approach to executive search is untraditional – by choice. We got rid of playbooks, outdated practices, and unnecessary layers. Our approach includes present partners who are with you from the first brief to the final decision, individually crafted solutions that are unique to each client, and an easier experience all around. Named by Forbes as one of America's Best Executive Recruiting Firms and to the Inc. 500/5000 Lists nine times, the firm is consistently ranked among the top 20 retained executive search firms in the U.S. Untraditional by Choice. Original by Design. Since 2006. For more information, visit [www.onpartners.com](http://www.onpartners.com).



<b>Location</b> 135 S LaSalle St, Suite 4014 Chicago, IL <a href="http://www.overnorth.com">www.overnorth.com</a> (312) 334-9744 <a href="http://www.linkedin.com/company/overnorth-inc-/about/">www.linkedin.com/company/overnorth-inc-/about/</a>	<b>Leading Principals</b> Jane Beatty, Managing Partner; Dave Hansen, Partner; Kristina Greenhalgh, Principal										
<b>Year Established</b> 2011	<b>Estimated Revenue</b>										
<b>Number of Recruiters</b> 4	<b>Number of Offices</b> 1										
<b>Lowest Salary Handled, Average Salary Handled</b> (\$160,000, \$230,000)	<b>Geographical Concentration</b> National										
<b>Professional Memberships</b> Executives' Club of Chicago	<b>Fee Procedure</b> For transparency and partnership, OverNorth utilizes a flat professional fee model tied to performance measures. The final invoice is submitted after the successful completion of the assignment.										
<b>Off-Limits Policy</b> Once a client relationship has been established, we will not initiate any recruitment calls to, or accept calls from, employees of the client for the duration of the search and for a period of one year following the completion of the assignment. calls to, or accept calls, from individuals from any employees of the client for a period of 12 months after the completions of the , including all divisions of the parent company.	<b>Average Time to Completion on Assignments</b> 115 days										
<b>Industry Focus</b> HR/Diversity Industrial Supply Chain Transportation	<b>Functional Expertise</b> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Fund/Investment Ops</td> </tr> <tr> <td>Vice President</td> <td>Chief Risk Officer and reports</td> </tr> <tr> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> <td>Quant Research</td> </tr> <tr> <td>CFO and reports</td> <td></td> </tr> <tr> <td>Portfolio Operations</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Fund/Investment Ops	Vice President	Chief Risk Officer and reports	Diversity, Equity & Inclusion (DE+I)	Quant Research	CFO and reports		Portfolio Operations	
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Diversity, Equity & Inclusion (DE+I)	Quant Research										
CFO and reports											
Portfolio Operations											
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> Chief People Officer - PE-backed company in the industrial services sector; CFO - PE-backed food contract manufacturer; VP, Marketing - PE-backed eLearning company; Head of Sales - VC-backed autonomous vehicle manufacturer; Head of Total Rewards - national manufacturer; Sr. Director, Brokerage - leading NA customs brokerage company										

Firm Overview

OverNorth provides an alternative recruiting experience to clients who prefer a high-touch, customized and targeted approach to acquiring leadership talent. Our consultants are experts in research, assessment and recruitment, with a specific emphasis on culture compatibility. We build long-term relationships and partner with our clients to deliver exception search solutions. We are confident in our abilities. To that point, if a candidate is terminated during the first year of employment or resigns for any reason, we will conduct the assignment again and no professional fee will be charged. Our "stick rate" is almost 99%.



<b>Location</b> 330 Hudson Street, Suite 300 New York, NY www.oxeon.com (646) 503-2200 www.linkedin.com/company/oxeon/	<b>Leading Principals</b> Sonia Millsom, CEO; Duncan Reece, President; Patrick Sullivan, Partner; Tom Keefe, Partner; Ellie O'Brien Coleman, Principal		
<b>Year Established</b> 2011	<b>Estimated Revenue</b>		
<b>Number of Recruiters</b> 60	<b>Number of Offices</b> 3		
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>		
<b>Professional Memberships</b> Fortune Most Powerful Women, Digital Health New York	<b>Fee Procedure</b> Our fee is equal to 33.3% of a Placed Candidate's projected total cash compensation in year one.		
<b>Off-Limits Policy</b> For a period of 1 year from the completion of a search, Oxeon agrees that it will not solicit an employee of a client. We never recruit a placed candidate.	<b>Average Time to Completion on Assignments</b> 12 weeks to completion is our goal		
<b>Industry Focus</b> <b>Healthcare</b>	<b>Functional Expertise</b> <table border="0"> <tr> <td> <b>All Functions</b>            C Suite/President/Managing Partner            Vice President            Chief Human Resource Officer/Chief            Diversity, Equity and Inclusion Officer            Legal/Compliance            Human Resources            Diversity, Equity &amp; Inclusion (DE+)            Chief Information Security Officer/            Cybersecurity            Board Directors         </td> <td> <b>Board Chairs</b>            Audit Chairs            Chief Executive Officers            Chief Financial Officers            Chief Marketing &amp; Sales Officers            Chief Technology Officers            General Counsels            Communications &amp; Public Affairs            Officers            Chief Sustainability Officers            Supply Chain &amp; Operations         </td> </tr> </table>	<b>All Functions</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Diversity, Equity & Inclusion (DE+) Chief Information Security Officer/ Cybersecurity Board Directors	<b>Board Chairs</b> Audit Chairs Chief Executive Officers Chief Financial Officers Chief Marketing & Sales Officers Chief Technology Officers General Counsels Communications & Public Affairs Officers Chief Sustainability Officers Supply Chain & Operations
<b>All Functions</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Diversity, Equity & Inclusion (DE+) Chief Information Security Officer/ Cybersecurity Board Directors	<b>Board Chairs</b> Audit Chairs Chief Executive Officers Chief Financial Officers Chief Marketing & Sales Officers Chief Technology Officers General Counsels Communications & Public Affairs Officers Chief Sustainability Officers Supply Chain & Operations		
<b>Areas of Service</b> Executive Search Board Services	<b>Recently Completed Assignments</b> UpStream Health - CEO; RightMove - CEO; Quantum Health - CEO; athenahealth CPO; Innovage - President, COO, CMO; Spark Pediatrics - CEO & COO; Unified Women's Healthcare - President; Convenient MD - President, Chief Information Officer; Landmark Health CEO, COO, CFO, CMO; Cohere - CEO, Chief Product Officer; Brave Health - CGO; New Century Health - CGO; Cohere - Chief Product Officer; Iodine Health Chief Product Officer; USHV - CFO; Evolent Health - CFO		

Firm Overview

Oxeon, is a trusted healthcare firm. The company powers change in our broken healthcare system through a unique combination of talent, entrepreneurship and investment. Oxeon comprises three core businesses: Oxeon Search, which has placed more than 1,000 executives in healthcare leadership roles; Oxeon Investments, which makes selective seed investments and takes equity positions in healthcare companies; and Oxeon Venture Studio, which designs, facilitates and launches innovative healthcare businesses. Oxeon, derived from the Greek word for relationships, connects people and ideas to improve healthcare for everyone.



<p>Location</p> <p>Oakville, ON  <a href="http://www.oxfordandrichmond.com">www.oxfordandrichmond.com</a>  (416) 524-4661  <a href="http://www.linkedin.com/company/oxford-richmond/">www.linkedin.com/company/oxford-richmond/</a></p>	<p>Leading Principals</p> <p>Jason Carmichael, Founder &amp; Managing Partner;  Angelo Tsebelis, Growth Partner; Colin Carmichael, Managing Partner</p>																				
<p>Year Established</p> <p>2018</p>	<p>Estimated Revenue</p>																				
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>Remote</p>																				
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																				
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained Recruitment-as-a-Service (RaaS) subscription model</p>																				
<p>Off-Limits Policy</p> <p>We never recruit from client or partner organizations, or client mandated off-limit organizations.</p>	<p>Average Time to Completion on Assignments</p>																				
<p>Industry Focus</p> <table border="0"> <tr> <td>Technology</td> <td>Transportation &amp; Logistics</td> </tr> <tr> <td>Private Equity &amp; Venture Capital</td> <td>Engineering</td> </tr> <tr> <td>Software</td> <td>Food &amp; Beverage</td> </tr> <tr> <td>Professional Services</td> <td>Manufacturing</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td></td> </tr> <tr> <td>Manufacturing</td> <td></td> </tr> <tr> <td>Financial Services</td> <td></td> </tr> <tr> <td>Healthcare</td> <td></td> </tr> <tr> <td>Pharmaceuticals</td> <td></td> </tr> <tr> <td>Consumer goods</td> <td></td> </tr> </table>	Technology	Transportation & Logistics	Private Equity & Venture Capital	Engineering	Software	Food & Beverage	Professional Services	Manufacturing	Cleantech/Sustainability		Manufacturing		Financial Services		Healthcare		Pharmaceuticals		Consumer goods		<p>Functional Expertise</p> <p>All Functions  C Suite/President/Managing Partner  Vice President  Board / Director; Human Resources/Chief Human Resource Officer  VP Human Resources; Finance/Chief Financial Officer  VP Finance; Legal/Compliance/General Counsel/Chief Risk &amp; Privacy Officer;  Cybersecurity/Chief Information Security Officer/ Cybersecurity; Technology/  Chief Technology Officer; Marketing/Chief Marketing Officer  Vice President of Marketing &amp; Communications; Sales/Chief Revenue Officer  Vice President of Sales Head of Global Sales; Product/Head of Product;  Operations/Chief Operating Officer</p>
Technology	Transportation & Logistics																				
Private Equity & Venture Capital	Engineering																				
Software	Food & Beverage																				
Professional Services	Manufacturing																				
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Executive Search	Talent Mapping and Succession Planning																				
Future Leader Search	Interim Executive Practice																				
Board/Director Search	Talent Pipelines																				
Consulting Services	Due Diligence Support																				
Leadership Coaching	Recruitment-as-a-Service (RaaS)																				

Firm Overview

Oxford + Richmond is a next-generation global retained search firm committed to shaping the future of executive search and talent acquisition.

With practice areas in Executive + Board Level Search, Future Leaders Search and Talent Management Consulting Services, Oxford + Richmond has a range of services to solve talent needs for organizations of all sizes.

The launch of TALENTSPOKE, a first-of-its-kind innovation, has accelerated their growth and cemented its place as one of North America’s top search firms. Their unique approach has earned them recognition as one of the Top 10 Growing Search Firms in Canada for 2022 and a Top 60 Recruitment Firm in 2023 and 2024. Visit [www.oxfordandrichmond.com](http://www.oxfordandrichmond.com) or [www.talentspoke.com](http://www.talentspoke.com) to learn more.



<p>Location</p> <p>1050 Larrabee Ave, Suite 104, No. 2155          Bellingham, WA  <a href="http://www.parkerremick.com">www.parkerremick.com</a>          (360) 527-2555  <a href="http://www.linkedin.com/company/parker-remick">www.linkedin.com/company/parker-remick</a></p>	<p>Leading Principals</p> <p>Amy Lewis, Partner; Ed Zschau, Partner; Grant Resick, Partner; Jeff Markham, Partner; Patrick Grogan, Partner</p>
<p>Year Established</p> <p>1998</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>14</p>	<p>Number of Offices</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>The retained fee structure is tailored based on the client's business stage and value. Estimate 1/3 of all first-year cash compensation.</p>
<p>Off-Limits Policy</p> <p>Parker Remick will never attempt to influence a placed candidate or members of the client's search/hiring team to seek employment elsewhere.</p>	<p>Average Time to Completion on Assignments</p> <p>Based on our client's needs and availability, we can tailor the search process to run more rapidly (e.g. 60 days) or more comprehensively (e.g. 140 days).</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Technology          Cleantech/Sustainability      Non tech Fortune 100          Financial Services          Healthcare</p>	<p>Functional Expertise</p> <p>C-suite          Vice President          Chief Information Security Officer          Other: Engineering, Product Management, and Design/UX</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>Waymo, Head of Driver Understanding and Evaluation; Skydio, Chief Product Officer, Superhuman, President; Square/Block, Head of Hardware Engineering; Sony Playstation, VP Analytics and Data Science; Walmart, VP and Officer, GM of Incubation (Store No.8); Walmart, Global CVP Ent. Architecture and Chief Architect; Caribou, Chief Technology Officer; Collective Health, Chief Data and Analytics Officer; Fandom, Chief Product Officer</p>

Firm Overview

Parker Remick is a technology-focused, retained executive search firm. We help founders and top executives form entrepreneurial leadership teams that envision and build game-changing products—or run large complex technical systems. For over 25 years, we've placed leaders in engineering, product management, design, and other top-level positions based in the US and 26 other countries to date. Our original research, unique relationships, analysis, insights, and counsel reduce the complexity/time of executive search and greatly improve the odds that our clients' business goals will be achieved. Our people are united by a desire to build leadership teams that envision and create products and services that improve the world we share.



# **BUILD COMPANIES THAT CHANGE THE GAME. EXECUTIVE TEAMS THAT MAKE IT POSSIBLE.**

## **WHY PARTNER WITH US?**

### **Our Clients:**

Technology (and tech-enabled F500 companies). We work across venture capital, private equity, and corporates.

### **Our Mission:**

To help form entrepreneurial leadership teams that bring outstanding companies and products to life.

### **Our Heritage:**

25 years placing global CTOs/CPOs and heads of engineering, product management, and design.

## **WE SUPPORT LEGENDARY COMPANIES AND INVESTORS**





<p>Location</p> <p>6526 Greatwood Pkwy, Unit A, Bldg 6          Sugar Land, TX  <a href="http://www.paulbridges.com">www.paulbridges.com</a>          (281) 302-9176  <a href="http://www.linkedin.com/company/paul-bridges---group/about/">www.linkedin.com/company/paul-bridges---group/about/</a></p>	<p>Leading Principals</p> <p>Paulo Pontes, Founder &amp; Managing Partner; Bruno Stefani, Managing Partner</p>
<p>Year Established</p> <p>2016</p>	<p>Estimated Revenue</p> <p>\$6m</p>
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$80,000, \$150,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Contingency for Researchers and Associates, Retained for Principals and Client Partners</p>
<p>Off-Limits Policy</p> <p>12 months</p>	<p>Average Time to Completion on Assignments</p> <p>4 weeks</p>
<p>Industry Focus</p> <p>Executive Search &amp; Recruitment Firms</p>	<p>Functional Expertise</p> <p>Associates          Consultants          Engagement Managers          Principals          Managing Directors          Client Partners</p>
<p>Areas of Service</p> <p>Contingent Search &amp; Retained Executive Search</p>	<p>Recently Completed Assignments</p> <p>CFO Practice Client Partner; Global Technology Client Partner; Talent Partner – Private Equity</p>

Firm Overview

We are a Search for Search Firm placing Professionals for Recruitment and Executive Search Firms, from Associates to Client Partners across Sectors and Functional Expertise.



Bridging the Talent Gap Worldwide



**At Paul Bridges Group, we exclusively focus on Recruitment professionals for Executive Search firms, from Associates to Clients Partners, across Sectors or Functional Expertise.**

**Paul Bridges Group has built up a reputation for finding and moving high-quality professionals for Search companies across the United States and Canada.**

**Connect with us at [paulo@paulbridges.com](mailto:paulo@paulbridges.com) or [bruno@paulbridges.com](mailto:bruno@paulbridges.com)**

# pearl street

<p>Location</p> <p><b>Andover, MA</b>  <a href="http://www.pearlstreetcollective.com">www.pearlstreetcollective.com</a>  (800) 285-0464  <a href="http://www.linkedin.com/company/pearlstreetcollective">www.linkedin.com/company/pearlstreetcollective</a></p>	<p>Leading Principals</p> <p><b>Adele Mezher, Co-Founder &amp; Managing Partner;</b>  <b>Maeve Clifford, Co-Founder &amp; Managing Partner</b></p>
<p>Year Established</p> <p><b>2019</b></p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p><b>10</b></p>	<p>Number of Offices</p> <p><b>2</b></p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p><b>(\$120,000, \$200,000)</b></p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p><b>90 days</b></p>
<p>Industry Focus</p> <p><b>Academia/Higher Education</b>  <b>Healthcare</b>  <b>Non Profit</b></p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p><b>Executive Search</b>  <b>Succession Planning</b>  <b>Culture Advisory/Culture Shaping</b>  <b>Board Services</b></p>	<p>Recently Completed Assignments</p>

## Firm Overview

Pearl Street is the search firm with purpose. We believe that when you care enough to connect people to their purpose, organizations thrive. Women-founded and led with team members around the country, Pearl Street provides high touch executive search and talent strategy services that result in the recruitment and retention of purpose-driven leaders for the higher education, health, and nonprofit sectors. Operating with intentionality and care, our services are hands-on and people-centered, and guided by our proven 100-step search process, which allows us to build high-performing, diverse teams in partnership with clients. Pearl Street has consistently ranked as a Top Search Firm for Women of Color by Women of Color in Fundraising and Philanthropy (WOC) and named to Hunt Scanlon's Top 50 Higher Education Recruiters and Non-Profit Top 60 lists.



pearl street  
the search firm with purpose

We believe that when you connect people to their purpose, mission driven organizations thrive.

## we are the search firm with purpose

Women-founded and led, Pearl Street operates with intentionality to provide high touch executive search and talent strategy services that result in the recruitment and retention of purpose-driven leaders for education, healthcare, and the social sector.

## our outcomes

95%

of our placed leaders remained in their roles for two years or were promoted

77%

of our searches are for returning clients

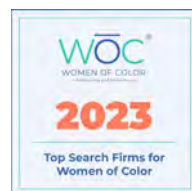
79%

of 2022 placements are women

47%

of 2022 placements are people of color

### 2023 WOC & Hunt Scanlon Top Search Firm



<p>Location</p> <p>Suite #300, 110 – 9th Ave SW, Calgary, Alberta T2P 0T1 humaniscalgary.com (403) 263-4474 www.linkedin.com/company/humanis-talent-acquisition-advisory/mycompany/</p>	<p>Leading Principals</p> <p>Ranju Shergill, Managing Partner, Calgary; Diane Wheatley, Managing Partner, Edmonton; Cynthia Labonté, Co-Managing Partner, Montreal; Yanouk Poirier, Co-Managing Partner, Montreal;</p>
<p>Year Established</p> <p>2009</p>	<p>Estimated Revenue</p> <p>N/A</p>
<p>Number of Recruiters</p> <p>20</p>	<p>Number of Offices</p> <p>3 (Calgary, Edmonton, and Montreal)</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>Our standard professional fee is 30% of the first-year total compensation offered to the placed candidate, upon the signed offer.</p>
<p>Off-Limits Policy</p> <p>Humanis Talent Acquisition &amp; Advisory guarantees to re-do a search at no additional cost, should the successful candidate leave within the first 12 months.</p>	<p>Average Time to Completion on Assignments</p> <p>3 months</p>
<p>Industry Focus</p> <p>Professional Services</p>	<p>Functional Expertise</p> <p>Executive search Talent acquisition &amp; advisory Leadership advisory.</p>
<p>Areas of Service</p> <p>Executive Search Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p> <p>N/A</p>

Firm Overview

Executive search and leadership advisory firm with offices in Calgary, Edmonton, and Montreal. We serve exceptional clients across North America and source candidates and leadership best practices from around the globe.

# PENDER & HOWE

<p>Location</p> <p>401 Park Ave S 10th Floor PMB 577402 New York, NY penderhowe.com/ www.linkedin.com/company/pender-howe-executive-search</p>	<p>Leading Principals</p> <p>Travis Hann, Managing Partner; Glenn Lesko, Partner; Céline Chabée, Partner; Ryan Berrecloth, Partner</p>												
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p>												
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>6</p>												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(N/A, \$250,000)</p>	<p>Geographical Concentration</p> <p>North America focus (U.S and Canada) but ability to execute searches in 40+ countries through our member firms, via Kestria.</p>												
<p>Professional Memberships</p> <p>We are a member of Kestria, the world's largest executive search alliance.</p>	<p>Fee Procedure</p> <p>Fully retained (traditional 3 payments to breakdown the project)</p>												
<p>Off-Limits Policy</p> <p>We value client relationships and have all of our active clients on an off-limit policy. Fortunately, we are a low-volume search firm so our off-limits list is much smaller versus other national or global brands.</p>	<p>Average Time to Completion on Assignments</p> <p>5-8 weeks</p>												
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Technology</td> </tr> <tr> <td>HR/Diversity</td> <td></td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Non Profit	Government	Professional Services	Healthcare	Technology	HR/Diversity		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Human Resources Board Members</p>
Academia/Higher Education	Industrial												
Consumer Goods & Services	Life Sciences												
Cleantech/Sustainability	Non Profit												
Government	Professional Services												
Healthcare	Technology												
HR/Diversity													
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p>												

## Firm Overview

Pender & Howe Executive Search is a boutique executive search firm with a global perspective that embraces innovation, collaboration, and excellence. With a combined experience of over 50 years in leadership advisory and executive search, we have established ourselves as experts in collaborating with human capital leaders, governing boards, and CxOs to identify and attract exceptional leaders across various industries. Understanding the unique needs of each business, we tailor our executive search solutions to match your specific requirements. Whether you are seeking capital investment, preparing for an IPO, consolidating business units, or expanding into new markets, our strategic approach ensures that your executive leadership team is equipped to drive success. Our team is committed to unlocking the full potential of your organization by offering a personalized and results-driven approach to executive search.





AMERICAS ASIA PACIFIC EMEA

<p>Location</p> <p>4753 N Broadway, Floor 2 Chicago, IL <a href="http://www.perrettlaver.com/">www.perrettlaver.com/</a> <a href="https://www.linkedin.com/company/perrett-laver/mycompany/">www.linkedin.com/company/perrett-laver/mycompany/</a></p>	<p>Leading Principals</p> <p>Erik Jackson, Managing Partner, US; Gordon Lobay, Regional Managing Partner, Americas; Arabella Chichester, Global Senior Partner; Sinead Gibney, Global Senior Partner; Tom Weinberg, Global Managing Partner</p>
<p>Year Established</p> <p>2002</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>180</p>	<p>Number of Offices</p> <p>20</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>14 weeks</p>
<p>Industry Focus</p> <p>Higher Education Research Technology and Innovation Social Impact and Environment Healthcare and Academic Medicine Sports</p> <p>Schools and Educational Organizations Arts and Culture Government</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Board, and Director level</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>VP TCIS, Habitat for Humanity; Director of Global Education, Bill and Melinda Gates Foundation; Executive Director, California Energy Storage Alliance; Chief People Officer, HIAS; Director of Tech Acceleration, Bezos Earth Fund; Executive Deputy Commissioner, DOHMH of New York City; CEO, Sage Bionetworks; CEO, United Religions Initiative; President, Dalhousie University; CEO of World Wide Web Consortium, SVP International for NRDC; CEO of Stewardship Foundation</p>

Firm Overview

Perrett Laver is the leading global executive search firm committed to organisations seeking positive outcomes in education, research, society and the environment. We are experts in identifying impactful leaders operating in and at the intersections of these sectors, addressing the greatest challenges of today and the opportunities of tomorrow.



AMERICAS ASIA PACIFIC EMEA

**Perrett Laver is the leading global executive search firm committed to organisations seeking positive outcomes in education, research, society and the environment.**

**We are experts in identifying impactful leaders operating in and at the intersections of these sectors, addressing the greatest challenges of today and the opportunities of tomorrow.**

Our Higher Education practice works on senior leadership appointments for universities around the world, working on over 600 senior appointments every year.

Our Research, Technology and Innovation practice is focused upon providing international executive search for a wide range of appointments – from purely research positions through institute-building and programme-development leadership roles to industry sponsored Chairs – for the world’s premier research universities and institutes.

[> Discover More](#)



<b>Location</b> 999 West Hastings Street, Suite 510 Vancouver, BC www.pfmsearch.com (604) 689-9970 ca.linkedin.com/company/pfm-executive-search-panorama-search-partners	<b>Leading Principals</b> Allison Rzen, Partner; Shaun Carpenter, Partner; Shelina Esmail, Partner
<b>Year Established</b> 1992	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$120,000, \$190,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b> 33.3% of the first year's guaranteed cash compensation with our final stage invoice adjusted to reflect the actual cash compensation accepted by the selected candidate.
<b>Off-Limits Policy</b> ~2 years for client organizations; placed candidates are not approached as long as they remain with the client organization	<b>Average Time to Completion on Assignments</b> 80 days
<b>Industry Focus</b> Academia/Higher Education      Technology Consumer Goods & Services      Life Sciences Government      Indigenous Government/Services Healthcare HR/Diversity Industrial Non Profit	<b>Functional Expertise</b> All Functions      Diversity, Equity & Inclusion (DE+I) C Suite/President/Managing Partner      Chief Information Officer Vice President      General Management Chief Human Resource Officer/Chief      Sales & Marketing Diversity, Equity and Inclusion Officer      Board of Directors Legal/Compliance Human Resources
<b>Areas of Service</b> Executive Search Board Services	<b>Recently Completed Assignments</b> BC Lottery Corporation - Chief Social Purpose Officer; City of Vancouver - Chief Equity Officer; DP World Canada - Vice President, Business Development; Durwest Construction - President; Northern Health Authority - President & Chief Executive Officer; Vancouver Art Gallery - Chief Financial Officer; Vancouver Whitecaps Football Club - Chief Commercial Officer

Firm Overview

PFM Executive Search is a BC owned and operated incorporated company established in 1992. Our sole focus is on retained executive search services for our clients in the public, private and not-for-profit sectors. Over the last 32 years, our firm has grown to include 15 professional and administrative staff, and is one of the most respected executive search firms in Canada. We focus our attention on the things that matter most, like the emphasis we put on supporting our clients by presenting diverse and creative short lists of candidates and the way we treat the hundreds of candidates we interact with on every assignment.



<p>Location</p> <p>One Memorial City Plaza, 800 Gessner Rd, Suite 1125 Houston, TX www.preng.com/ (713) 266-2600 www.linkedin.com/company/preng-&amp;-associates/</p>	<p>Leading Principals</p> <p>David Preng, Managing Partner; Laura Preng, Partner, Oil &amp; Gas Practice Leader; Mark Ciolek, Partner, Power/Clean Energy Practice Leader; Stephen Preng, Partner, OFS/Industrial Co-Practice Leader; John Goodrum, Partner, OFS/Industrial Co-Practice Leader</p>																				
<p>Year Established</p> <p>1980</p>	<p>Estimated Revenue</p>																				
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>3</p>																				
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>																				
<p>Professional Memberships</p> <p>CERA, IADC, IPAA, EWTC, NOIA, SPE, SEG, AAPG, NIRI</p>	<p>Fee Procedure</p> <p>33.3% of annual cash compensation</p>																				
<p>Off-Limits Policy</p> <p>We refrain from recruiting from our client's organization for 1 year.</p>	<p>Average Time to Completion on Assignments</p> <p>58 days</p>																				
<p>Industry Focus</p> <table border="0"> <tr> <td>Energy - oil</td> <td>Utilities</td> </tr> <tr> <td>Gas (upstream, midstream, downstream)</td> <td>Renewables</td> </tr> <tr> <td>Oilfield equipment</td> <td>Engineering</td> </tr> <tr> <td>Services</td> <td>Construction</td> </tr> <tr> <td>Power</td> <td>Industrials</td> </tr> </table>	Energy - oil	Utilities	Gas (upstream, midstream, downstream)	Renewables	Oilfield equipment	Engineering	Services	Construction	Power	Industrials	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Chief Information Security Officer/</td> </tr> <tr> <td>Vice President</td> <td>Cybersecurity</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td></td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td></td> </tr> <tr> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> <td></td> </tr> </table>	C Suite/President/Managing Partner	Chief Information Security Officer/	Vice President	Cybersecurity	Chief Human Resource Officer/Chief		Diversity, Equity and Inclusion Officer		Diversity, Equity & Inclusion (DE+I)	
Energy - oil	Utilities																				
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Vice President	Cybersecurity																				
Chief Human Resource Officer/Chief																					
Diversity, Equity and Inclusion Officer																					
Diversity, Equity & Inclusion (DE+I)																					
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p> <p>Helix Energy Solutions Group, Inc. (NYSE:HLX) - Board Director; Flotek Industries, Inc. (NYSE:FTK) - Chief Financial Officer; Energy Water Solutions, LLC - President; 8 Rivers Capital - Board Director; NET Power (NYSE:NPWR) - 3 Board Directors; Saulsbury Industries, Inc. - Vice President, Human Resources; PJM Interconnection, LLC - Chief Risk Officer</p>																				

Firm Overview

Preng & Associates, founded in 1980, is the only retainer-based international executive search firm specializing solely in the energy industry. Our experience spans the entire energy value chain – from the well head to the wall socket. Our subsector verticals have specific expertise in Oil and Gas (Upstream, Midstream and Downstream), Oilfield Equipment and Services, Power & Utilities, Renewables, Engineering and Construction, and Industrials. We have assisted more than 880 clients in identifying and recruiting highly qualified individuals for board, executive, management, and professional positions throughout the world. During our 42 years, we have conducted more than 4,000 engagements for talent in 92 countries. Our firm has earned a reputation for combining professional search disciplines with an in-depth understanding of the market in which we operate. Our meticulous analysis, research, and dissection of the global energy industry have enabled us to succeed in some of the industry's most challenging and high-profile searches. Our mission continues to be helping companies and boards identify and attract talent around the world that will impact shareholder value.



**PRENG &  
ASSOCIATES**  
*The Global Energy Search Leader*



**The World's Leading Executive Search Firm  
Dedicated to the Energy Industry**

**43  
Years**

**3500  
Engagements**

**850  
Clients**

**92  
Countries**

Phone: (713) 266-2600

A PROUD MEMBER OF  
**AESC**

# Press & Associates

<b>Location</b> New York, NY www.pressandassociates.com (213) 328-2268 www.linkedin.com/company/press-assoc	<b>Leading Principals</b> Paul Press, Managing Partner; Ben Share, Head of Search
<b>Year Established</b> 2018	<b>Estimated Revenue</b> \$2m - \$5m
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> Fully Remote, USA & Canada
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$350,000)	<b>Geographical Concentration</b> United States
<b>Professional Memberships</b> N/A	<b>Fee Procedure</b> 33% of total compensation
<b>Off-Limits Policy</b> 1 year, company wide, national	<b>Average Time to Completion on Assignments</b> 79 days
<b>Industry Focus</b> Private Equity Value Creation Portfolio Companies	<b>Functional Expertise</b> Operating/Value Creation Team Technology Function: Chief Information Officer, Chief Technology Officer, Chief Product Officer, Data & Analytics, AI/ML, Cyber Security etc.
<b>Areas of Service</b> Executive Search RPO Talent Pipelining Market Mapping & Research Interim & Fractional	<b>Recently Completed Assignments</b> Principal, Head of Value Creation - Private Equity (Middle Market Software / SaaS); Principal, Value Creation - Private Equity (Middle Market Healthcare / Healthtech); Vice President Transformation, AI & Data (PE Backed Media Company); Chief Information Officer - Healthcare Consumer; Managing Director, Product & Technology - Private Equity Value Creation Team (Large Cap Buyout)

## Firm Overview

### Accelerating Value Creation through Talent

Press & Associates hires the best-in-class leadership talent for Private Equity firms across their value creation team and portfolio companies.

We take a highly tailored approach to executive search to find the perfect fit for your organization.

When partnering on a search project, we offer access to a network of professionals who understand the private equity world intimately, have high emotional intelligence, as well as the deep functional and industry expertise needed to be successful in delivering on your value creation strategy.

We are an executive search firm that gets results.

- Transparency from start to finish
  - All executive search progress is shared in real-time, using our leading executive search platform.
  - This technology ensures a completely transparent search process
- Proven methodology that drives results
  - Our market-leading executive search solution is led by experienced consultants, with an extensive track record of success
- Each search is unique
  - We execute a thorough, exhaustive executive search for every project, tailored to each client's unique needs

Press&Associates

# Accelerating Value Creation Through Technology Talent

At Press & Associates, we specialize in hiring leadership talent within the technology function for Private Equity firms. Whether it's for your value creation team, or the executive leadership of your portfolio companies, every hire is a strategic investment which will ultimately get you closer to your EBITDA and MOIC goals.

[Book a Free Consultation](#)





<p>Location</p> <p>116 Village Boulevard, Suite 200 Princeton, NJ www.princetonlegal.com (609) 730-8240 <a href="https://www.linkedin.com/company/princeton-legal-search-group-llc">https://www.linkedin.com/company/princeton-legal-search-group-llc</a></p>	<p>Leading Principals</p> <p>Mary Clare Garber, Majority Owner; David Garber, Owner</p>																		
<p>Year Established</p> <p>1999</p>	<p>Estimated Revenue</p>																		
<p>Number of Recruiters</p> <p>9</p>	<p>Number of Offices</p> <p>2</p>																		
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>National</p>																		
<p>Professional Memberships</p> <p>Board Member National Association of Legal Search Consultants, Board Member, Rutgers Law School Alumni Association</p>	<p>Fee Procedure</p> <p>The average salary is \$350K</p>																		
<p>Off-Limits Policy</p> <p>We abide by our Code of Ethics: <a href="http://www.princetonlegal.com/about/personal-professional-code-ethics/">www.princetonlegal.com/about/personal-professional-code-ethics/</a></p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>																		
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Non Profit</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> </tr> <tr> <td>Government</td> <td>Generalists</td> </tr> <tr> <td>Healthcare</td> <td>We are industry-agnostic and have placed</td> </tr> <tr> <td>Industrial</td> <td>General Counsel or Chief Legal Officers</td> </tr> <tr> <td>Life Sciences</td> <td>across multiple industries</td> </tr> <tr> <td>Legal/Compliance</td> <td></td> </tr> </table>	Academia/Higher Education	Non Profit	Consumer Goods & Services	Professional Services	Cleantech/Sustainability	Sports, Media & Entertainment	Financial Services	Technology	Government	Generalists	Healthcare	We are industry-agnostic and have placed	Industrial	General Counsel or Chief Legal Officers	Life Sciences	across multiple industries	Legal/Compliance		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Chief Information Security Officer/ Cybersecurity</p>
Academia/Higher Education	Non Profit																		
Consumer Goods & Services	Professional Services																		
Cleantech/Sustainability	Sports, Media & Entertainment																		
Financial Services	Technology																		
Government	Generalists																		
Healthcare	We are industry-agnostic and have placed																		
Industrial	General Counsel or Chief Legal Officers																		
Life Sciences	across multiple industries																		
Legal/Compliance																			
<p>Areas of Service</p> <p>General Counsel or Equivalent</p>	<p>Recently Completed Assignments</p>																		

Firm Overview

Princeton Legal Search Group, the most trusted name in legal search, is the bridge between employers and the very best attorney talent. We specialize in the placement of General Counsel level candidates and other exceptionally qualified attorneys with in-house legal departments across a variety of industries. We place attorneys in full time positions in all practice areas. Our Non-Profit/ Higher Education Division works closely with the leadership at non-profit organizations, colleges, and university clients to understand particular institutional requirements and deliver world-class attorneys. We deliver top-tier partner and associate talent to our law firm clients – from local boutique law firms to large, regional, national, and global law firms.





PRINCETON  
**LEGAL SEARCH**  
GROUP, LLC



# TOP TALENT. GLOBAL REACH.

Are you searching  
for the very *best*  
legal talent?

We Deliver:

- Unparalleled Talent: We're experts at uncovering exceptionally qualified attorneys who are ready to make a difference in your organization.
- Trusted by the Elite: The world's finest corporations, prestigious law firms, and esteemed non-profit institutions trust us with their crucial searches.
- Exceptional Customer Satisfaction: 70% of our business comes from client referrals. Their satisfaction speaks volumes!

If you have growing or changing in-house legal needs, join our satisfied clients and experience the difference with Princeton Legal Search Group.

## PRINCETON Legal Search Group Serves:



IN-HOUSE LEGAL  
DEPARTMENTS



INSTITUTIONS OF HIGHER  
EDUCATION AND NON-PROFIT  
ORGANIZATIONS



LAW FIRMS

“

*Ethics.  
Integrity.  
Trust.*

CONTACT US:

609-730-8240

Offices:

Princeton, NJ  
Red Bank, NJ

info@princetonlegal.com  
www.princetonlegal.com

<b>Location</b> 83 South Street - Suite 203 Freehold, NJ www.prodigysearch.net/ (732) 303-9950 www.linkedin.com/company/prodigysearch/	<b>Leading Principals</b> Scott Carmichael, Founder & CEO; Mark Gress Jr, Partner; Kevin Carmichael, Partner
<b>Year Established</b> 2007	<b>Estimated Revenue</b> \$5M
<b>Number of Recruiters</b> 10	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$400,000-\$500,000)	<b>Geographical Concentration</b> North America
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b> Recruiting from current client base without prior consent.	<b>Average Time to Completion on Assignments</b> 75-100 days
<b>Industry Focus</b> Professional Services Sports, Media & Entertainment	<b>Functional Expertise</b> C Suite/President/Managing Partner
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Onboarding Candidate Assessments Career Coaching	<b>Recently Completed Assignments</b> PGA Tour; FIFA World Cup 2026; National Hockey League; AEG Worldwide; ASM Global; Major League Baseball Players Association; Boston Bruins; Professional Women's Hockey League (PWHL); Sportfive; USA Lacrosse; Jio World Centre – India (Reliance Industries); US Figure Skating; Sodexo Live; Arizona Cardinals; Playfly Sports

#### Firm Overview

Prodigy Search is a national leader in executive search with a reputation for recruiting and placing senior-level talent that inspires and grows our clients' businesses. In addition to traditional roles in sports and entertainment, over the years, Prodigy Search has expanded its expertise and knowledge to the nontraditional sports space. We have performed extensive work throughout sports technology, global marketing, and agencies, and within the education and nonprofit world.

For more than sixteen years, we have earned the trust of some of the world's most iconic organizations, including FIFA, the Dallas Cowboys, New York Yankees, NBA, NHL, Liverpool Football Club, Sodexo Live, United States Olympic and Paralympic Committee, Delaware North/TD Garden/Boston Bruins, AEG Worldwide, Legends, Churchill Downs, Oak View Group, Endeavor, Live Nation, PGA TOUR, PWHL, and ASM Global.



<b>Location</b> 190 Congress Park Dr Suite 202 Delray Beach, FL <a href="http://protisglobal.com/">protisglobal.com/</a> (561) 473-4144 <a href="http://www.linkedin.com/company/protis-global">www.linkedin.com/company/protis-global</a>	<b>Leading Principals</b> Bert Miller, Chairman & CEO; Michael Bitar, Partner & SVP of Business Development; Vern Davis, Partner & SVP of Business Development
<b>Year Established</b> 1995	<b>Estimated Revenue</b> \$5.8m
<b>Number of Recruiters</b> 20	<b>Number of Offices</b> 4
<b>Lowest Salary Handled, Average Salary Handled</b> (\$65,000, \$1,500,000)	<b>Geographical Concentration</b> National with some Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 34 days
<b>Industry Focus</b> Consumer Goods & Services	<b>Functional Expertise</b>
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Outplacement Board Services Interim/Contingent Search	<b>Recently Completed Assignments</b> Zevia Brand Manager; Vitamin Well USA; NAM Food Service; Bespoken Spirits; Board of Directors Member & Director of Marketing; Zing Zang; Regional Sales Manager; Zephyr Gin

Firm Overview

Protis Global is an award-winning firm specializing in search, data, and contract staffing. Founded over 25 years ago, its vision is to blend innovative technology with a consultative approach to facilitate meaningful talent recruitment. Protis Global has helped some of the world's most iconic consumer brands across food & beverage, retail, and cannabis, build the team it takes to lead an industry.



RANDALL PARTNERS

<p>Location</p> <p>520 Lake Cook Road, Suite 130 Deerfield, IL randallpartnersllc.com (224) 804-6043 www.linkedin.com/company/randallpartnersllc3333/</p>	<p>Leading Principals</p> <p>Craig Randall, Managing Partner; Nick Slee, President</p>
<p>Year Established</p> <p>2020</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>24</p>	<p>Number of Offices</p> <p>9</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$450,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% of first year's estimated cash compensation.</p>
<p>Off-Limits Policy</p> <p>Situational</p>	<p>Average Time to Completion on Assignments</p> <p>67 days</p>
<p>Industry Focus</p> <p>Private Equity</p>	<p>Functional Expertise</p> <p>CFO CEO COO</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p>

Firm Overview

Randall Partners is a national retained executive search firm specializing in C-Level searches for Private Equity groups and other sophisticated investors.

# RANDALL PARTNERS

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We Recruit Leaders

## PARTNERSHIP

We are completely focused on long term relationships.

## TEAMWORK

You'll always work with the "A-Team" and not have your search passed down to new associates.

Every team member at Randall Partners has deep experience in search, behavioral interviewing, and achieving results.

## SUCCESS

A track record of enormous success, 29 years, 1000 + C-Level searches, and countless success stories.

## EXECUTION

Our biggest point of differentiation is execution.  
Our average days to close is 76.



[RandallPartnersLLC.com](http://RandallPartnersLLC.com) | [nick@randallpartnersllc.com](mailto:nick@randallpartnersllc.com)

520 Lake Cook Rd. | Suite 130 | Deerfield, IL 60015

(224) 804 - 6043

# RATLIFF & TAYLOR

<p>Location</p> <p>6450 Rockside Woods Blvd. South, Suite 170 Independence, OH www.ratliffandtaylor.com (216) 901-6000 www.linkedin.com/company/ratliff-&amp;-taylor</p>	<p>Leading Principals</p> <p>Mike Milby, CEO; Beth Sweeney, President; Linda Gray, SVP &amp; Practice Lead, Executive Search</p>
<p>Year Established</p> <p>1990</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>14</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>most clients are based regionally but searches are sourced nationally and globally</p>
<p>Professional Memberships</p> <p>AESC, Cornerstone International Group</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>76 days to offer</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Legal/Compliance Financial Services                  Non Profit Healthcare                              Professional Services HR/Diversity                            Technology Industrial Life Sciences</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search                      Executive Coaching Succession Planning                  Leadership Consulting/Development Culture Advisory/Culture Shaping    Onboarding Diversity, Equity + Inclusion          Succession Planning Outplacement Board Services</p>	<p>Recently Completed Assignments</p> <p>President, Middle Market, Industrial Manufacturing; President &amp; CEO, Middle Market, Industrial Manufacturing; CEO, Middle Market, Commercial Manufacturing; CEO, Health &amp; Human Services Non-profit; CFO, Health &amp; Human Services Non-profit; CFO, Middle Market, Industrial Manufacturing; Chief Compliance Officer, Large Cap, Professional Services</p>

## Firm Overview

Ratliff & Taylor is the largest full-service talent management consultancy in the Midwest. We operate through three separately staffed lines of business: Executive Search, Leadership Development & Career Transition.

# EXECUTIVE SEARCH

Business People in the People Business  
*Helping Individuals Flourish and Organizations Thrive*

**Ratliff & Taylor's Executive Search Consultants are known for consistently making exceptional placements of senior-level leaders and for possessing functional and industry expertise in multiple market segments including: Private Equity, Middle Market, Non-Profit, Public Sector, and Fortune 500.**

*The Midwest's Largest Full-Service Talent Management Consultancy*



CONTACT US

216.901.6000

[www.ratliffandtaylor.com](http://www.ratliffandtaylor.com)

# Reffett Associates

## Executive Search Consultants

A Veteran Owned Small Business

<p>Location</p> <p>2737 78th Ave SE, Suite 101 Mercer Island, WA 98040 www.reffettassociates.com (425) 637-2993 www.linkedin.com/company/reffett-associates/</p>	<p>Leading Principals</p> <p>Bill Reffett, Managing Partner; Eric Reffett, Managing Director; Marshall Reffett, Managing Director; Thomas Young, Director of Operations</p>																				
<p>Year Established</p> <p>1994</p>	<p>Estimated Revenue</p>																				
<p>Number of Recruiters</p> <p>8</p>	<p>Number of Offices</p> <p>6</p>																				
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$283,000)</p>	<p>Geographical Concentration</p> <p>National</p>																				
<p>Professional Memberships</p> <p>Center for Advanced Manufacturing, Clean Tech Alliance, Seattle Chamber of Commerce</p>	<p>Fee Procedure</p> <p>Fully Retained</p>																				
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>84 days</p>																				
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Non Profit</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Government</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Non Profit	Cleantech/Sustainability	Professional Services	Financial Services	Sports, Media & Entertainment	Government	Technology	<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>Legal/Compliance</td> </tr> <tr> <td>C Suite/President/Managing Partner</td> <td>Human Resources</td> </tr> <tr> <td>Vice President</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Chief Information Security Officer/</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td>Cybersecurity</td> </tr> </table>	All Functions	Legal/Compliance	C Suite/President/Managing Partner	Human Resources	Vice President	Diversity, Equity & Inclusion (DE+I)	Chief Human Resource Officer/Chief	Chief Information Security Officer/	Diversity, Equity and Inclusion Officer	Cybersecurity
Academia/Higher Education	Industrial																				
Consumer Goods & Services	Non Profit																				
Cleantech/Sustainability	Professional Services																				
Financial Services	Sports, Media & Entertainment																				
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Vice President	Diversity, Equity & Inclusion (DE+I)																				
Chief Human Resource Officer/Chief	Chief Information Security Officer/																				
Diversity, Equity and Inclusion Officer	Cybersecurity																				
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Executive Coaching</td> </tr> <tr> <td>Succession Planning</td> <td>Interim/Contingent Search</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Leadership Consulting/Development</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Onboarding</td> </tr> <tr> <td>Board Services</td> <td>Succession Planning</td> </tr> </table>	Executive Search	Executive Coaching	Succession Planning	Interim/Contingent Search	Culture Advisory/Culture Shaping	Leadership Consulting/Development	Diversity, Equity + Inclusion	Onboarding	Board Services	Succession Planning	<p>Recently Completed Assignments</p> <p>Architect of the Capitol; Deputy Director Library of Congress; President, Girl Scouts of Western WA; Pres, Army Historical Foundation; Director of Wa State Parks; Exec, Wa State Conservation Commission; Senior Administrator, Spokane Regional Health District; Dir Office of the Advocate for Small Business Capital Formation, SEC; Executive Director, Labor and Employee Relations, FAA; Executive Director, Security and Hazardous Materials, FAA</p>										
Executive Search	Executive Coaching																				
Succession Planning	Interim/Contingent Search																				
Culture Advisory/Culture Shaping	Leadership Consulting/Development																				
Diversity, Equity + Inclusion	Onboarding																				
Board Services	Succession Planning																				

### Firm Overview

Based in Seattle, WA, but with five offices nationally, Reffett Associates is a boutique, retained executive search firm. Serving a variety of industries both nationally and internationally, the firm provides professional services to a diversity of clients in the public and private sectors.





<p>Location</p> <p>250 Park Avenue, 7th Floor New York, NY rmgfinance.com (203) 961-7000 www.linkedin.com/company/resource-management-group</p>	<p>Leading Principals</p> <p>Jonathan Gould, Managing Director</p>																						
<p>Year Established</p> <p>1993</p>	<p>Estimated Revenue</p>																						
<p>Number of Recruiters</p> <p>16</p>	<p>Number of Offices</p> <p>2</p>																						
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>National</b></p>																						
<p>Professional Memberships</p>	<p>Fee Procedure</p>																						
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>																						
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Agriculture</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Airlines &amp; Aviation</td> </tr> <tr> <td>Financial Services</td> <td>Software</td> </tr> <tr> <td>Healthcare</td> <td>Construction</td> </tr> <tr> <td>Industrial</td> <td>Food &amp; Beverage</td> </tr> <tr> <td>Life Sciences</td> <td>Real Estate</td> </tr> <tr> <td>Professional Services</td> <td>Retail</td> </tr> <tr> <td>Sports, Media &amp; Entertainment</td> <td>Transportation &amp; Logistics</td> </tr> <tr> <td>Technology</td> <td>Manufacturing</td> </tr> <tr> <td>Aerospace &amp; Defense Manufacturing</td> <td>Pharma/BioTech</td> </tr> <tr> <td>Aerospace &amp; Defense Services</td> <td></td> </tr> </table>	Academia/Higher Education	Agriculture	Consumer Goods & Services	Airlines & Aviation	Financial Services	Software	Healthcare	Construction	Industrial	Food & Beverage	Life Sciences	Real Estate	Professional Services	Retail	Sports, Media & Entertainment	Transportation & Logistics	Technology	Manufacturing	Aerospace & Defense Manufacturing	Pharma/BioTech	Aerospace & Defense Services		<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President</p>
Academia/Higher Education	Agriculture																						
Consumer Goods & Services	Airlines & Aviation																						
Financial Services	Software																						
Healthcare	Construction																						
Industrial	Food & Beverage																						
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Professional Services	Retail																						
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Technology	Manufacturing																						
Aerospace & Defense Manufacturing	Pharma/BioTech																						
Aerospace & Defense Services																							
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p>																						

Firm Overview

As a boutique financial recruitment firm, which services the country from offices in Stamford, Connecticut and New York City, RMG offers the hallmarks of a smaller practice: personalization, timeliness and flexibility. Securing only the most elite executives for key roles at both private and public companies and across a broad range of industries has contributed to the long-term, valued relationships the RMG team set out to create. The team is comprised of 15 hands-on search executives, representing decades of experience, driving RMG's reputation for skillful assessments and ability to "recruit the unrecruitable," or passive leaders.



WE ARE **RMG**

Your Resource for Financial  
Leaders



## Your Elite Solution for Executive Recruitment

**Resource Management Group (RMG) is a nationally recognized boutique search practice with a thirty-year track record of delivering the right senior financial executives to the right companies.**

- Our reputation for integrity and expert assessment has enabled access to the most qualified and diverse pool of CFOs and Financial Officers.
- Our size means we're accessible, purposeful, and focused on delivering the best fit for clients and for candidates.

# revel one

<p>Location</p> <p>RevelOne Denver, CO www.revel-one.com www.linkedin.com/company/revel-talent/</p>	<p>Leading Principals</p> <p>Gary Calega, Co-founder and Co-CEO; Dan Weiner, Co-founder and Co-CEO; David Jones, Chief Revenue Officer; John Davies, SVP GTM Practice</p>
<p>Year Established</p> <p>2015</p>	<p>Estimated Revenue</p> <p>\$10.8m</p>
<p>Number of Recruiters</p> <p>20</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$110,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained search model. X% of first year's comp (OTE), payable in thirds (start, 1 month in, at offer acceptance).</p>
<p>Off-Limits Policy</p> <p>Agency agrees that until six (6) months following the most recent date a Candidate accepts an offer for employment from Client, Agency will not directly or indirectly solicit or encourage any employees or consultants of Client to terminate their employment or consultancy with Client.</p>	<p>Average Time to Completion on Assignments</p> <p>13 weeks</p>
<p>Industry Focus</p> <p>B2B SaaS Consumer Goods &amp; Services Financial Services Professional Services Technology</p>	<p>Functional Expertise</p> <p>CEO, President, GM, and C-Suite for GTM/Commercial functions Team buildouts in Marketing and Sales Board of Directors</p>
<p>Areas of Service</p> <p>Executive Search Professional Search Interim Placements Onboarding Executive Coaching Growth Advisory Services</p>	<p>Recently Completed Assignments</p>

## Firm Overview

RevelOne is a leading marketing and sales-specialized executive recruiting firm and was recently named a Top 40 search firm in the U.S. The firm conducts 350+ retained searches per year, from C-level, VP, and director to manager team buildouts. RevelOne's clients span the fastest-growing B2C and Enterprise tech companies – including Instacart, MasterClass, Canva, Forter, Human Interest, Lyft, Grammarly, Hims & Hers, Flock Freight, Adobe, Udacity, and over 40 clients who are now unicorns. As former CMOs and operators, the firm's leadership team invests in its client's success. They provide a consultative and experience-based approach to marketing and sales org design, role scoping, and talent strategy. The firm's services don't end upon hire. RevelOne is the only firm in the industry that onboards all of its executives, proactively leveraging their collective expertise and vast network, to set them up for success. The firm is trusted by leading private equity and VC firms for their portfolio companies and their own key internal go-to-market hires. For more information visit <https://revel-one.com/clients/>.

**RH PERRY & ASSOCIATES**  
SEARCH COUNSEL TO HIGHER EDUCATION

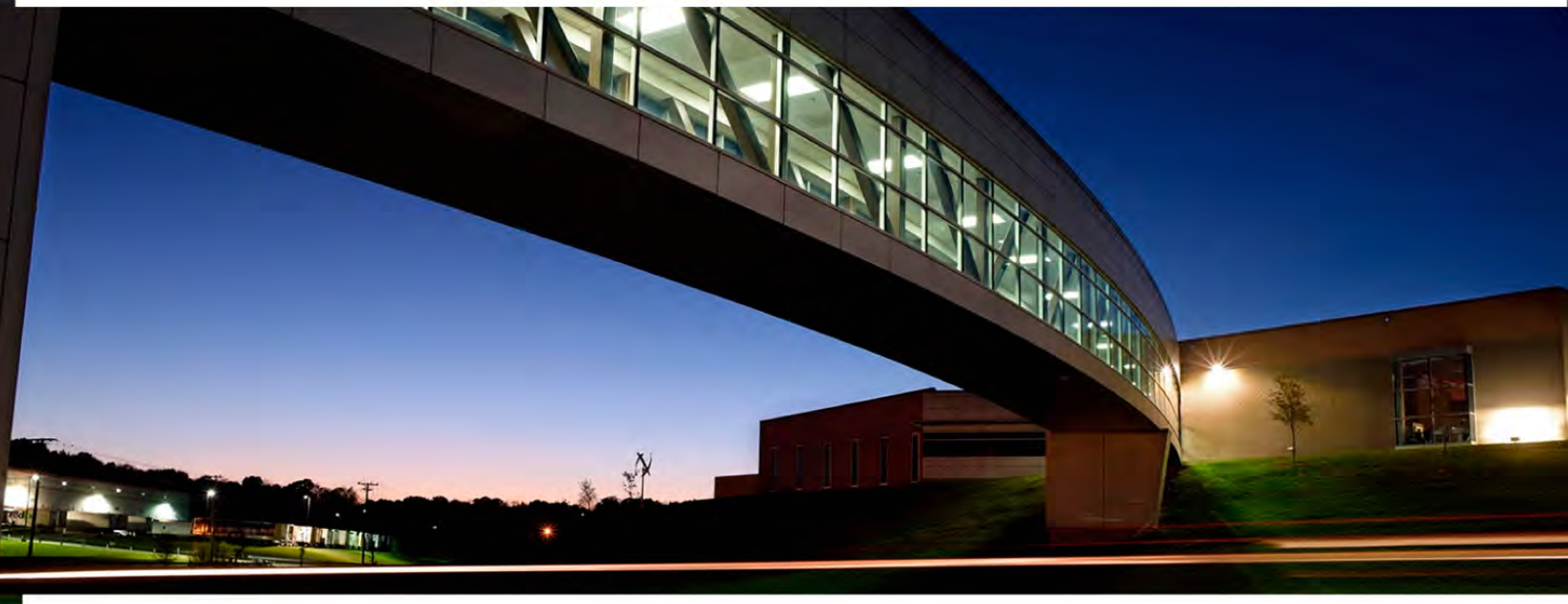
<p>Location</p> <p>206 East Chestnut Street, Suite C Asheville, NC www.rhperry.com (828) 785-1394 www.linkedin.com/company/2714400/</p>	<p>Leading Principals</p> <p>Paul G. Doeg, President and Chief Operating Officer</p>										
<p>Year Established</p> <p>1974</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled (\$140,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>We offer a fixed fee or a percentage-based fee.</p>										
<p>Off-Limits Policy</p> <p>For as long as the placed candidate remains in office, we will not</p>	<p>Average Time to Completion on Assignments</p> <p>5 months</p>										
<p>Industry Focus</p> <p>Academia/Higher Education Non Profit</p>	<p>Functional Expertise</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">C Suite/President/Managing Partner</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Vice President</td> <td>Chief Operating Officer</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Chief Development Officer</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td>Chief Financial Officer</td> </tr> <tr> <td>Human Resources</td> <td>Chief Marketing Officer</td> </tr> </table>	C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)	Vice President	Chief Operating Officer	Chief Human Resource Officer/Chief	Chief Development Officer	Diversity, Equity and Inclusion Officer	Chief Financial Officer	Human Resources	Chief Marketing Officer
C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)										
Vice President	Chief Operating Officer										
Chief Human Resource Officer/Chief	Chief Development Officer										
Diversity, Equity and Inclusion Officer	Chief Financial Officer										
Human Resources	Chief Marketing Officer										
<p>Areas of Service</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Executive Search</td> <td>Interim/Contingent Search</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Leadership Consulting/</td> </tr> <tr> <td>Board Services</td> <td>Development</td> </tr> <tr> <td>Executive Coaching</td> <td>Onboarding</td> </tr> </table>	Executive Search	Interim/Contingent Search	Diversity, Equity + Inclusion	Leadership Consulting/	Board Services	Development	Executive Coaching	Onboarding	<p>Recently Completed Assignments</p> <p>Briar Cliff University - President; Utica College - President; SUNY Jefferson - President; San Antonio College - President; Portland Community College - Vice President for Student Affairs; California State University, Stanislaus - Dean of the Stockton Campus; Quincy University - Vice President for Academic Affairs; University of Providence - Dean of Health Sciences</p>		
Executive Search	Interim/Contingent Search										
Diversity, Equity + Inclusion	Leadership Consulting/										
Board Services	Development										
Executive Coaching	Onboarding										

Firm Overview

Established in 1974 by Robert H. Perry, RH Perry & Associates is one of the most respected and most successful executive search firms serving higher education today, having completed over 1,100 assignments in its 49-year history. Headquartered in Asheville, NC, our consultants maintain offices in nine states and the District of Columbia. We are committed to developing a tailored, inclusive search process for our clients that ensures confidentiality, draws together the institution's constituencies, and creates equal access to opportunity for our candidates.

# RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION



**60%**

OF OUR APPOINTED  
CANDIDATES ARE  
WOMEN AND/OR  
PEOPLE OF COLOR

**90%**

OF COMMUNITY  
COLLEGE PRESIDENTS,  
APPOINTED SINCE  
2015, REMAIN IN THEIR  
CURRENT POSITIONS

**72%**

OF OUR SEARCHES ARE  
FROM REPEAT CLIENT  
INSTITUTIONS

**178**

COLLEGES AND  
UNIVERSITIES SERVED  
IN LAST 10 YEARS

Established in 1974 by Robert H. Perry, RH Perry & Associates is one of the most respected and most successful executive search firms serving higher education today, having completed over 1,100 assignments in its 49-year history. Headquartered in Asheville, NC, our consultants maintain offices in nine states and the District of Columbia. We are committed to developing a tailored, inclusive search process for our clients that ensures confidentiality, draws together the institution's constituencies, and creates equal access to opportunity for our candidates.

<p>Location</p> <p>1 International Blvd, Suite 400 Mahwah, NJ www.rightexecutivesearch.com/ (201) 788-7283 www.linkedin.com/company/1064013/admin/</p>	<p>Leading Principals</p> <p>Elisa Sheftic, President</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(N/A, wide range \$100,000 to \$1,000,000 plus)</p>	<p>Geographical Concentration</p> <p>Regional - NY, NJ, CT, PA</p>
<p>Professional Memberships</p> <p>RES is an active owner-member of NPA, a renowned strategic recruiting network of more than 500 agencies on six continents – enabling multiple firms to work together to fill specific or urgent roles while the client retains one dedicated point of contact.</p>	<p>Fee Procedure</p> <p>Our fee schedule includes multiple services &amp; solution models tailored to the specific needs of each client: Contingent, Retained, Engaged, Exclusive, Consulting Hourly/Success Fee</p>
<p>Off-Limits Policy</p> <p>2 years</p>	<p>Average Time to Completion on Assignments</p> <p>Depends on numerous factors</p>
<p>Industry Focus</p> <p>Financial Services (Clients include Asset Managers, Commercial, Investment &amp; Retail Banks, Broker Dealers, Family Offices, Hedge Funds, Lenders, Investment Advisors, Private Equity, Professional Services, RIAs, Trust Companies, Wealth Managers, Venture Capital) Fintech/Financial Technology (Clients include BankTech, InsurTech, LendTech, PayTech, RegTech, TradeTech, and WealthTech)</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner, Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Diversity, Equity &amp; Inclusion (DE+) Chief Information Security Officer/ Cybersecurity</p>
<p>Areas of Service</p> <p>Executive Search Finance &amp; Financial Planning: Accounting, Analysts, Bookkeeping, C-Suite/Executive Level, Controlling, CFO, Financial Planners (CFP), FP&amp;A, Private Client &amp; Wealth Management Associates</p> <p>General: C-Suite/Executive Level, Client Service, Compliance, Information Technology (IT), Investment Banking, Investments, Legal, Marketing, Managerial Operations, Operations, Product Management, Portfolio Management, Project Management, Risk Management, Trading</p> <p>Human Resources: Business Partner, CHRO, Generalist, HR Leadership/Management, Recruitment</p> <p>Sales: Account Management, Business Development, Relationship Management, Sales (Individual Contributor), Inside Sales (SDRs), Sales Management/Leadership (CRO, Head of Sales, Head of Account Management, Head of Customer Success)</p>	<p>Recently Completed Assignments</p> <p>CFO for midsized fintech, COO for midsized fintech, CRO for midsized professional services firm, Head of Sales for Series C fintech</p>

Firm Overview

Industry Specialties: Financial Services, Financial Technology (FinTech), Professional Services

Relationship-driven executive search services with an emphasis on matching... “The Right Candidate for the Right Position... Right from the Start.” Right Executive Search is a woman-owned, boutique executive search firm that specializes in placing professionals in the financial services, fintech, and professional services industries. Our geographic focus is the Tri-State Area (NYC, NJ & CT) but we have a strong national presence as well. We have built strong and trusted relationship with both Fortune 500 companies as well as smaller and rapidly growing firms. Our direct financial services background has given us access to many talented professionals & has made networking & referrals our primary source for candidates. Placing the right person in the right position is personal to us. RES upholds a commitment to integrity, honesty & professionalism in Recruiting. Clients & Candidates will benefit not only from our experience & expertise but the value we place on our relationships. We love what we do and it is evident in our people, process, and, of course, our results!

<p>Location</p> <p>154 W 14th St 2nd floor New York, NY rivierapartners.com 877-RIVIERA www.linkedin.com/company/riviera-partners/</p>	<p>Leading Principals</p> <p>Will Hunsinger, CEO; Ali Behnam, Co-Founder and Managing Partner; Michael A Morell, Co-Founder and Managing Partner, Public Practice; Eric Larson, Managing Partner, Private Equity Practice; Sandy Ma, Managing Partner, Growth Stage</p>
<p>Year Established</p> <p>2001</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>~120</p>	<p>Number of Offices</p> <p>17</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>We work on an Exclusive, Retained basis</p>
<p>Off-Limits Policy</p> <p>4 years</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Industrial Financial Services              Technology Healthcare</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Controller Treasurer</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p> <p>Chief Engineering Officer and SVP Eng at Celonis; CIO at ZScaler; CTO at Leading Digital Freight Network; CPO and CTO at BrightDrop; CPO at Gusto VP of Engineering at Turing; CPTO at Bolt; CPTO at Teamviewer; CPTO at Personio; COO at Apptio; CPO at CentralSquare Technologies; SVP of Eng +; SVP of Product at Tubi; CTO at LTK</p>

#### Firm Overview

A driver of innovation for today's most influential companies, Riviera Partners is the leading global executive search firm exclusively focused on placing technology, product, and design leadership. Riviera is a partner at all private and public company growth stages and has completed thousands of searches globally, partnering with world-class venture capital, public, and private equity firms to provide top technology and product leadership to their portfolio companies across all major technology hubs and brands. The specialized recruiting firm defines the modern era of executive search by combining deep recruiting expertise and innovative AI and machine learning technology to score, predict, and match the best candidate for a company's specific needs and stage, driving successful outcomes.



<p>Location</p> <p>250 West 55th Street, Suite 1700 New York, NY www.robinjudsonpartners.com/ (646) 632-3750 www.linkedin.com/in/robin-judson-01426b</p>	<p>Leading Principals</p> <p>Robin Judson, Founder/President; Debra Witkin, Partner; Kate Stoughton Berliner, Vice President</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>3</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$125,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>100 Women in Finance, Financial Women's Association (FWA)</p>	<p>Fee Procedure</p> <p>We work on contingency, container and retainer based on the priorities of our clients</p>
<p>Off-Limits Policy</p> <p>We do not pursue our placed candidates without the employers permission. We do not recruit from our clients. We conform to the wishes of each client.</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>
<p>Industry Focus</p> <p>Financial Services</p>	<p>Functional Expertise</p> <p>Associate- Manager Director Investment Roles in Public and Private Market funds Investment Banking Fundraisers/Marketing/ Investor Relations</p>
<p>Areas of Service</p> <p>Contingency and Retainer Search</p>	<p>Recently Completed Assignments</p>

#### Firm Overview

From start-ups to established market leaders, we maintain the trust of our clients because we understand their business. What distinguishes us is an outstanding ability to identify talent with both the skills and a team culture fit, superior service and communication from the first contact to the successful placement, excellence in evaluating candidates' talents, skills, and experience at all levels, expertise in building for startups and emerging funds as well as for established market leaders, a track record of long-term relationships with hiring team, and pursuit of diversity and inclusion in every search. From early job changes to the most senior career moves, we maintain the trust of job seekers because we understand the importance of the right placement at all levels. This strategic focus drives our outstanding track record of successful placements and long-term partnerships. We focus on both the career goals and skills of our candidates and the professional and cultural needs of our clients. We provide every candidate and every client firm a commitment to integrity, confidentiality, seamless service, and timely communications.





<p>Location</p> <p>777 West Putnam Avenue, Suite 300 Greenwich, CT rsrpartners.com/ (203) 618-7000 www.linkedin.com/company/rsr-partners/</p>	<p>Leading Principals</p> <p>Russell Reynolds, Chairman; Emeritus Todd Ruppert, Chairman; Brett Stephens, Chief Executive Officer; Lindsay Griesmeyer, Chief Operating Officer</p>
<p>Year Established</p> <p>1993</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(N/A, \$250,000)</p>	<p>Geographical Concentration</p> <p>National plus Southeast Asia</p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>Retained - 33.3% total cash compensation or flat fee</p>
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>150 days (board and executive search)</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services      Industrial Financial Services              Technology HR/Diversity</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      Diversity, Equity &amp; Inclusion (DE+I) Chief Human Resource Officer/Chief      Chief Sustainability Officer Diversity, Equity and Inclusion Officer</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Board Services Succession Planning</p>	<p>Recently Completed Assignments</p>

Firm Overview

RSR Partners is a boutique professional services firm headquartered in Greenwich, CT, that specializes in helping Boards and CEOs with their most critical recruiting, selection, and succession needs. The firm was founded in 1993 by industry icon and Chairman Emeritus, Russell S. Reynolds, Jr. Over the past 30 years, the firm has conducted thousands of projects for Boards and CEOs at public, private equity owned, and family-owned businesses across a range of industries including consumer goods and services, financial services, industrial, and technology.

<p>Location</p> <p>277 Park Avenue, Suite 3800 New York, NY www.russellreynolds.com/ (212) 351-2000 www.linkedin.com/company/russell-reynolds-associates/</p>	<p>Leading Principals</p> <p>Constantine Alexandrakis, Chief Executive Officer</p>										
<p>Year Established</p> <p>1969</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p>	<p>Number of Offices</p> <p>47</p>										
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>Global</p>										
<p>Professional Memberships</p>	<p>Fee Procedure</p>										
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>										
<p>Industry Focus</p> <p>Professional Services Leadership Advisory</p>	<p>Functional Expertise</p> <table> <tr> <td>C Suite/President/Managing Partner</td> <td>CIO</td> </tr> <tr> <td>Chief Information Security Officer/ Cybersecurity</td> <td>VPs</td> </tr> <tr> <td>CPO</td> <td>Directors (and above) in tech</td> </tr> <tr> <td>CTO</td> <td>product</td> </tr> <tr> <td>CISO</td> <td>design</td> </tr> </table>	C Suite/President/Managing Partner	CIO	Chief Information Security Officer/ Cybersecurity	VPs	CPO	Directors (and above) in tech	CTO	product	CISO	design
C Suite/President/Managing Partner	CIO										
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Executive Search	Executive Coaching										
Succession Planning	Leadership Consulting/ Development										
Culture Advisory/Culture Shaping	Succession Planning										
Diversity, Equity + Inclusion											
Board Services											

Firm Overview

Russell Reynolds Associates is a global leadership advisory firm. Our 600+ consultants in 47 offices work with public, private, and nonprofit organizations across all industries and regions. We help our clients build teams of transformational leaders who can meet today's challenges and anticipate the digital, economic, sustainability, and political trends that are reshaping the global business environment. From helping boards with their structure, culture, and effectiveness to identifying, assessing and defining the best leadership for organizations, our teams bring their decades of expertise to help clients address their most complex leadership issues. We exist to improve the way the world is led.

# SAGE

SEARCH PARTNERS

<p>Location</p> <p><b>Newton, MA</b>  <a href="http://www.sagesearch.com">www.sagesearch.com</a>  (617) 290-3922  <a href="http://www.linkedin.com/company/sagesearchpartners/">www.linkedin.com/company/sagesearchpartners/</a></p>	<p>Leading Principals</p> <p><b>Paula Hurley Fazli; Patricia Herzog</b></p>
<p>Year Established</p> <p><b>1999</b></p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p><b>7</b></p>	<p>Number of Offices</p> <p><b>1</b></p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p><b>(\$150,000, \$250,000)</b></p>	<p>Geographical Concentration</p> <p><b>National</b></p>
<p>Professional Memberships</p> <p><b>Network of Non-profit Search Consultants</b></p>	<p>Fee Procedure</p> <p><b>Fixed fee: Established at outset of the search</b></p>
<p>Off-Limits Policy</p> <p><b>We will not recruit from existing clients for one year after search is completed</b></p>	<p>Average Time to Completion on Assignments</p> <p><b>3-4 months</b></p>
<p>Industry Focus</p> <p><b>Academia/Higher Education</b>  <b>Non Profit</b></p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p><b>Executive Search</b></p>	<p>Recently Completed Assignments</p> <p><b>Massachusetts Historical Society - Senior Vice President for Programs and External Affairs; Stanford University – Associate Vice Provost, Inclusion, Community and Integrative Learning; Stanford University –Director, Career Coaching and Education; Broad Institute of MIT and Harvard – Director of Academic Affairs; Senior Director, Research Administration</b></p>

### Firm Overview

Sage Search Partners is a national, retained executive search firm serving higher education and not-for-profit organizations. We help mission driven organizations succeed through the recruitment and development of exceptional talent. Over the past five years, 80% of our searches have resulted in the appointment of women and persons of color.

<p>Location</p> <p>4979 Lord Alfred Court Cincinnati, OH www.stcyrpartners.com (513) 401-9663 linkedin.com/in/saintcyrpartners</p>	<p>Leading Principals</p> <p>Kevin St. Cyr, President</p>
<p>Year Established</p> <p>2020</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$160,000, \$350,000)</p>	<p>Geographical Concentration</p> <p>U.S. / UK / Canada</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>25% first years base salary</p>
<p>Off-Limits Policy</p> <p>We do not source candidates from any client we've done business with</p>	<p>Average Time to Completion on Assignments</p> <p>65-75 days</p>
<p>Industry Focus</p> <p>Financial Services                      Insurtech Technology                                Martech - SaaS Fintech</p>	<p>Functional Expertise</p>
<p>Areas of Service</p> <p>Executive Search Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>General Manager (U.S.) - UK-based Fintech SaaS Vice President; Customer Success Operations (Canada) - U.S.-based Fintech SaaS; Head of Marketing (U.S.) - Fintech SaaS Head of Strategy(U.S.) - Martech SaaS; Head of Customer Success EMEA (U.K.) - U.K. based Fintech</p>

Firm Overview

We are an executive search firm focused on delivering exceptional Fintech, Insurtech, and Martech, market sector transformational leadership teams

<p>Location</p> <p>105 West 70th Street New York, NY 10023 www.meetsalmela.com (218) 590-4448 www.linkedin.com/company/meet-salmela/</p>	<p>Leading Principals</p> <p>Cory Salmela, Founder &amp; President; Kara Salmela, CFO; Megan Weizel, Managing Director; Kate Horvath, Associate Managing Director; Meghan Hurley Riebel, Recruiting Director</p>
<p>Year Established</p> <p>2006</p>	<p>Estimated Revenue</p> <p>\$4M</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>2</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$125,000, \$200,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>Sanford Rose Associates</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>7 weeks</p>
<p>Industry Focus</p> <p>Advertising &amp; Communications Life Sciences Life Sciences Services Healthcare Services Managed Care &amp; Market Access Hospital Marketing &amp; Communications</p> <p>Advocacy &amp; Purpose Nonprofits Digital Health Healthcare Media</p>	<p>Functional Expertise</p> <p>Functional Leadership Marketing Business Development Managed Care Negotiation Creative Services</p> <p>Strategic Services Brand Strategy Advocacy &amp; Purpose Nonprofit Leadership</p>
<p>Areas of Service</p> <p>Retained Executive Search TA Strategy Consultancy Executive Coaching M&amp;A Consultancy</p>	<p>Recently Completed Assignments</p> <p>CEO: Healthcare Ad Agency; Head of Growth; EVP; Medical Director; SVP Payor Strategy; EVP Business Lead; Sr Account Director; EVP Growth; Managing Director Consulting; VP Account Director; Director Client Services; Director of Sales; EVP Market Access; VP Platform Growth; VP CRM Marketing; Chief Strategy Officer</p>

Firm Overview

Salmela partners with some of the most innovative companies, connecting them with exceptional talent to maintain their competitive edge. Salmela powers the teams that drive our clients' success and empower candidates to know their value and turbo charge their careers.

<p>Location</p> <p>San Francisco Bay Area, CA sandhilltalentcapital.com/ (408) 306-2026 www.linkedin.com/in/sanjivmittu/</p>	<p>Leading Principals</p> <p>Sanjiv Mittu, Managing Partner</p>
<p>Year Established</p> <p>2016</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>50</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000, \$350,000-\$400,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>SHRM</p>	<p>Fee Procedure</p> <p>25-30% of the annualized base comp divided into two installments. We take \$25k retainer and rest upon completion of the search.</p>
<p>Off-Limits Policy</p> <p>Usually we don't target the employees of our clients as we always look for the new executives for every search. (non-solicitation clause is part of our agreement)</p>	<p>Average Time to Completion on Assignments</p> <p>60-90 days</p>
<p>Industry Focus</p> <p>Cleantech/Sustainability      Life Sciences Financial Services            Technology Healthcare</p>	<p>Functional Expertise</p> <p>Sales Marketing Engineering</p>
<p>Areas of Service</p> <p>Executive Search                      Leadership Consulting/ Succession Planning                Development Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Executive Coaching</p>	<p>Recently Completed Assignments</p> <p>Finished a VP of Marketing search successfully with an AI Utility and Energy Analytics company.</p>

Firm Overview

Sandhill Talent Capital is a top executive search firm founded in 2016 by Sanjiv Mittu. We deliver exclusive retained searches for PE-backed companies, Silicon Valley Venture Capitalists, Enterprises, and Startups. Guided by the principles of trust, integrity, knowledge, and professionalism, we guarantee the highest quality standards. Specializing in C-level and Board Member search, we are experts at finding the right executive leadership talent you need the most. We cater to lower to mid-market Private Equity (PE) firms, understand and recognize the pedigree of talent required for leadership placement, and acquire exceptional talent for their portfolio companies. Sandhill Talent Capital uses this defined process to identify, assess, and recruit your next senior executives. Our consultants follow this proven methodology to evaluate and determine the best leadership talent choices for your current needs. We create a pipeline of senior technology professionals to prepare you for your future leadership needs as well. Sandhill Talent Capital has built a sterling reputation as a top Talent Acquisition boutique for Silicon Valley clients. Our executive search and leadership consulting services are customized, and client focused. Every single one of our clients are unique. No two engagements are the same. We leverage decades of industry insights and a carefully crafted network of senior technology professionals to find you the best people for the right role right now.

# Sandler Search

Bringing the Greatest Talent to the Greater Good

<p>Location</p> <p>485 Madison Avenue, 7th Floor New York, NY sandlersearch.org/ (212) 792-6951 www.linkedin.com/company/sandler-search-associates</p>	<p>Leading Principals</p> <p>Josie Sandler, CEO &amp; Founder</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$200,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Our fee is a percentage of the first year's compensation of the placed candidate.</p>
<p>Off-Limits Policy</p> <p>Existing placements are off-limits for their tenure with the organization with which we placed them. We have also worked for organizations where an entire department was off-limits for specified periods of time. We are happy to comply with the needs of our client organizations.</p>	<p>Average Time to Completion on Assignments</p> <p>4 months</p>
<p>Industry Focus</p> <p>Non Profit</p>	<p>Functional Expertise</p> <p>All Functions</p>
<p>Areas of Service</p> <p>Executive Search Board Services Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p> <p>President &amp; CEO JCCA; Chief Program Officer National Parks Conservation Association; Director of Development, West Coast RIP Medical Debt; Chief Operating Officer SCO; Family of Services President &amp; CEO; StreetSquash - Executive Director; StreetWise Partners - Chief Development Officer; Nontraditional Employment for Women - President; BRC - VP of Finance/Controller</p>

## Firm Overview

Sandler Search is dedicated to bringing the Greatest Talent to the Greater Good. In 2010, Josie Sandler had an idea to build a new kind of mission driven search firm dedicated to the leadership and business of nonprofit and philanthropic enterprises. Josie built a talented, diverse team of industry experts, search professionals, and management consultants. Headquartered in New York City, Sandler Search, a retained national boutique executive search firm, has become a trusted advisor to prominent nonprofit organizations and leadership teams across the country.



# SearchWide Global

<p>Location</p> <p>680 Commerce Dr #220 St. Paul, MN searchwideglobal.com/ (651) 275-1370 www.linkedin.com/company/searchwide/</p>	<p>Leading Principals</p> <p>Mike Gamble, President &amp; CEO; Mark Gnatovic, Executive Vice President; Kellie Henderson, Senior Vice President; Nicole Newman, Vice President; John Brich, Vice President</p>
<p>Year Established</p> <p>1999</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>14</p>	<p>Number of Offices</p> <p>7</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$175,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p> <p>Destinations International, International Association of Venue Managers (IAVM), Hospitality Sales and Marketing Association International (HSMIAI), Meeting Professionals International (MPI), Professional Convention Management Association (PCMA), American Society of Association Executives (ASAE), U.S. Travel Association, International Association of Exhibitions and Events (IAEE), Public Relations Society of America (PRSA), American Marketing Association (AMA), US Chamber of Commerce, American Association of Airport Executives, SITE, Texas Travel Alliance, California Travel Association, Project Management Institute, and Sports ETA.</p>	<p>Fee Procedure</p> <p>Our retained search fee is 30 - 33% of the annual base salary of the placed candidate.</p>
<p>Off-Limits Policy</p> <p>We do not recruit our placements.</p>	<p>Average Time to Completion on Assignments</p> <p>15 weeks</p>
<p>Industry Focus</p> <p>travel tourism hospitality</p> <p>event/exhibition venue management</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</p> <p>Human Resources Diversity, Equity &amp; Inclusion (DE+I) Strategic Manufacturing Operations</p>
<p>Areas of Service</p> <p>Executive Search Executive Coaching</p>	<p>Recently Completed Assignments</p>

## Firm Overview

SearchWide Global specializes in C-level and Director level executive searches for companies ranging in size from Fortune 500 corporations to mid-sized public and private companies and associations. We are a full-service executive search firm primarily for companies in the travel, tourism, hospitality, lodging, convention, trade association, venue management, and experiential marketing industries.





<p>Location</p> <p>174 County Highway Route 67 Amsterdam, NY 12010 www.sgatalent.com (518) 843-4611 www.linkedin.com/company/sga-talent/</p>	<p>Leading Principals</p> <p>Sheila Greco, Chief Executive Officer; Joseph Morse, President; Tony Carbone, Managing Director Partner; Mary Maines, Partner; Steve Way, Partner</p>														
<p>Year Established</p> <p>1989</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>25</p>	<p>Number of Offices</p> <p>4</p>														
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$85,000, \$125,000)</p>	<p>Geographical Concentration</p> <p>National</p>														
<p>Professional Memberships</p> <p>SHRM, American Staffing Association (ASA), Association of Talent Acquisition Professionals (ATAP), National Association of Executive Recruiters (NAER)</p>	<p>Fee Procedure</p> <p>We charge for the time spent to do the job. We work like an executive search firm but don't charge the big fees</p>														
<p>Off-Limits Policy</p> <p>If you are a client you are not a target</p>	<p>Average Time to Completion on Assignments</p> <p>Our goal is to present candidates in days not weeks in turn shortening the average time to hire to less than 30-45 days.</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Government	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	Industrial		<p>Functional Expertise</p> <p>All Functions</p>
Consumer Goods & Services	Life Sciences														
Cleantech/Sustainability	Legal/Compliance														
Financial Services	Non Profit														
Government	Professional Services														
Healthcare	Sports, Media & Entertainment														
HR/Diversity	Technology														
Industrial															
<p>Areas of Service</p> <p>Executive Search Succession Planning Diversity, Equity + Inclusion Interim/Contingent Search Succession Planning</p>	<p>Recently Completed Assignments</p>														

Firm Overview

SGA Talent is 100% woman owned, was established in 1989 and is currently regarded as a prominent research, recruiting, and staffing firm. The company's headquarters are located in Saratoga Springs, New York, with additional offices in New York City, Delray Beach, Florida, and Austin, Texas. Over the course of the past 35 years, the team has successfully completed thousands of research and recruiting assignments, acquiring expertise in nearly every major industry and functional area. Our clientele encompasses small-scale startup companies as well as Fortune 500 global corporations. We are immensely proud of the fact that many of our professionals have been with our company for over twenty years. Each professional at SGA Talent specializes in a specific industry group that aligns with their individual expertise. Our divisions consist of SGA H.Care Staffing, along with SGA Lists LLC, which focuses on hospitality staffing. The range of services we offer includes Research/Talent Mapping, Recruiting for both full-time and interim/fractional positions, Competitive Intelligence, as well as SGA M&A Target Search.



# Bringing you top talent fast and cost-effectively.

SGA Talent's scalable recruiting solutions empower organizations to cultivate greater strength and growth.

[GET IN TOUCH](#)



**SHEER VELOCITY**

<p>Location</p> <p>1580 Logan Street, 6th Floor Denver, CO www.sheervelocity.com (303) 900-8120 www.linkedin.com/company/sheer-velocity-llc</p>	<p>Leading Principals</p> <p>Debra Young, Managing Partner; Jon Gordon, Managing Partner</p>										
<p>Year Established</p> <p>2012</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>8</p>	<p>Number of Offices</p> <p>5</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$125,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>										
<p>Professional Memberships</p> <p>INAC Global with offices in over 35 countries.</p>	<p>Fee Procedure</p> <p>Fees are payable in 3 installments based on a percentage of annual compensation.</p>										
<p>Off-Limits Policy</p> <p>It is a firm policy to not recruit candidates from our clients.</p>	<p>Average Time to Completion on Assignments</p> <p>65 days</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Technology</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Retail</td> </tr> <tr> <td>Financial Services</td> <td>Construction</td> </tr> <tr> <td>HR/Diversity</td> <td>Industrial</td> </tr> <tr> <td>Industrial</td> <td></td> </tr> </table>	Consumer Goods & Services	Technology	Cleantech/Sustainability	Retail	Financial Services	Construction	HR/Diversity	Industrial	Industrial		<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President</p>
Consumer Goods & Services	Technology										
Cleantech/Sustainability	Retail										
Financial Services	Construction										
HR/Diversity	Industrial										
Industrial											
<p>Areas of Service</p> <p>Executive Search Board Services Onboarding</p>	<p>Recently Completed Assignments</p>										

Firm Overview

Sheer Velocity's executive search process is powered by tenacity, transparency, and technology. Integral to our search process, corporate cultural mapping helps us to identify true compatibility for your key positions — because outstanding leadership with a hand-in-glove cultural fit is the combination that will last. Sheer Velocity creates exceptional partnerships by pairing our state-of-the-art searches with innovative onboarding services and personality assessments, giving you the benefits of higher employee retention and greater ROI.



SHEER VELOCITY



# We Build Exceptional Teams

## A Different Kind Of Executive Recruitment Firm

As a top boutique private equity retained executive search and advisory firm, our innovative approach creatively identifies portfolio executives with relevant domain knowledge to support your investment thesis from concept to execution. Through close collaboration, diligence, and a sense of urgency, we serve as true partners in your success.

<b>Location</b> 777 Third Avenue, 28th Floor New York, NY Www.sheffieldhaworth.com (212) 593-7119 www.linkedin.com/company/sheffield-haworth/	<b>Leading Principals</b> Alex Cormack, Group Managing Director; Tim Sheffield, Chairman
<b>Year Established</b> 1993	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 12	<b>Number of Offices</b> 6
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$300,00)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> AESC, Hunt Scanlon, various industry specific memberships	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 80 days
<b>Industry Focus</b> Cleantech/Sustainability Financial Services Professional Services Technology	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Executive Coaching Interim/Contingent Search Leadership Consulting/Development Succession Planning	<b>Recently Completed Assignments</b>

#### Firm Overview

Sheffield Haworth is a global consultancy founded in 1993. We have a history of placing executives in high impact roles year after year, giving clients a competitive advantage in a fast-changing world. Our vision is to be the leading global consultancy in people and transformational change. We specialise in executive search and interim placements, leadership advisory, change consulting and information and data services. We work with private and public companies across financial services, professional and business services, high-growth technologies, and multinational corporates. We are an equal opportunities and disability confident committed employer.

<p>Location</p> <p>11693 San Vicente Blvd., Suite #104 Los Angeles, CA www.shellihermansearch.com (800) 396-0595 www.linkedin.com/company/shelli-herman-and-associates-inc</p>	<p>Leading Principals</p> <p>Shelli Herman, President</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled (\$225,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p> <p>Network of Nonprofit Search Consultants</p>	<p>Fee Procedure</p> <p>Our fee is based upon 33.3% of the total first year's cash compensation for each position we are seeking to fill.</p>
<p>Off-Limits Policy</p> <p>2 years</p>	<p>Average Time to Completion on Assignments</p> <p>3 to 6 months</p>
<p>Industry Focus</p> <p>Academia/Higher Education      HR/Diversity Consumer Goods &amp; Services      Non Profit Financial Services</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner      GM/Operations Diversity, Equity &amp; Inclusion (DE+I)      Human Resources Finance/Accounting      Invest. Mgmt./Banking General Management      Marketing &amp; Sales</p>
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p>

Firm Overview

Shelli Herman and Associates, Inc. provides retained executive search services to clients from a wide range of industries including fortune 500 companies and industry leading investment management firms to nonprofit organizations and top ranked colleges and universities. By design, our work focuses at the senior or decision-maker level within the organizations we serve. We have built a deep and robust practice within higher education and the nonprofit sector resulting from a nuanced understanding of academia and the unique needs of mission-driven organizations. What unites our diverse client organizations is that they demand a nimble and adept search partner that can tailor the search process to their exact specifications and timelines. Motivated by our commitment to integrity, quality, and success, Shelli Herman and Associates, Inc. provides that very partnership, attested to by the fact that approximately 95% of our searches are repeat clients or referrals. Innovative and strategic, our knowledgeable consultants work hand in hand with clients at every stage of the search process: learning about our clients' needs and ensuring diversity, equity, and inclusion are prioritized throughout the search with the counsel of our in-house DEI consultant, defining the role by creating the position description, establishing the target market and sourcing approach, interviewing and evaluating candidates, and negotiating the offer. Our approach is uniquely transparent and time-sensitive, ensuring that our clients know the status of the search at any given time. Our mastery of new technologies and current market intelligence combines with our high-touch customer service to create a global reach that is marked by personal connection. This means that we are able to identify and cultivate candidates quickly and efficiently on an international scale, presenting a slate of professionals poised to succeed in the position. We at Shelli Herman and Associates, Inc. take pride in helping organizations thrive by matching them with executives who will help chart a path forward.



<b>Location</b> 505 South Lenola Road, Suite 215 Moorestown, PA www.signium.com (856) 375-8650 www.linkedin.com/company/signium	<b>Leading Principals</b> Annelize van Rensburg, Board of Directors Chair, Managing Partner, Johannesburg, South Africa; Piotr Pilecki, Vice Chair, Managing Partner, Wroclaw, Poland; Felipa Xara-Brasil, Director, Managing Partner, Lisbon, Portugal; Johannes Eng, Director, Partner, Gothenburg, Sweden; Sebastian Stein, Director, Managing Partner, Vienna, Austria and Bucharest, Romania
<b>Year Established</b> 1951	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 120	<b>Number of Offices</b> 38
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>Global</b>
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b> <b>Retained</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> Academia/Higher Education Consumer Goods & Services Financial Services Healthcare Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	<b>Functional Expertise</b> <b>All Functions</b> <b>Business Development</b> <b>CFO</b> <b>VP Federal Sales</b> CGO Advisory Boards CEO Boards
<b>Areas of Service</b> Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	<b>Recently Completed Assignments</b>

Firm Overview

Signium is one of the world's leading executive search and leadership consulting firms with an extensive history dating back to the 1950s with offices in key business cities around the globe. We look beyond the qualifications and background of an individual candidate to consider culture fit and client values, something we call the application of "intelligence and intuition." With local passion, knowledge, and a partner-led approach, we advise senior business leaders on developing their skills, their people, and their organizations.

A woman with long white hair and a man are looking at a laptop screen together. The woman is wearing a white top and the man is wearing a dark shirt. They are both smiling and appear to be in a professional setting.

# Finding the rare, everywhere.

A tall skyscraper at night with many windows lit up. The building is dark, and the lights from the windows create a grid pattern of bright yellow and orange lights against the dark sky.

**Signium helps you navigate towards  
future opportunities. Discover the  
people & tools you need to grow by  
embracing greatness in all its forms.**

**Never settle for good enough.  
Visit [signium.com](http://signium.com)**

**WORLDWIDE EXECUTIVE SEARCH &  
LEADERSHIP ADVISORY.**

**S SIGNIUM**



<p>Location</p> <p>Silvester &amp; Company Lehi, UT silvesco.com (801) 999-4359 www.linkedin.com/company/silvesco</p>	<p>Leading Principals</p> <p>Jennifer Silvester, CEO &amp; Owner; Marika Akers, Sr. Partner &amp; Practice Leader</p>												
<p>Year Established</p> <p>1994</p>	<p>Estimated Revenue</p> <p>N/A</p>												
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>												
<p>Lowest Salary Handled, Average Salary Handled (\$200,000, N/A)</p>	<p>Geographical Concentration</p> <p>Primary focus on N. America, and secondary focus on Latin America / Asia Pacific. However, with partners at IMD, we are able to support searches globally.</p>												
<p>Professional Memberships</p> <p>AESC, IMD International Search</p>	<p>Fee Procedure</p> <p>N/A</p>												
<p>Off-Limits Policy</p> <p>S&amp;C does not recruit from any client organization with whom we've engaged within the past 12 months. We disclose any off-limits companies to our clients at the beginning of each search.</p>	<p>Average Time to Completion on Assignments</p> <p>Timeline varies based on role &amp; complexity, typically 4-6 weeks to short-list and client engagement with candidates begins.</p>												
<p>Industry Focus</p> <p>Aerospace &amp; Defense Mining &amp; Natural Resources Private Equity Medical Device Technology Tech Sector</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>Board of Directors</td> <td>Supply Chain/Logistics</td> </tr> <tr> <td>CEO/CFO/CTO/COO/CMO/CHRO</td> <td>Engineering/Strategy &amp; Innovation</td> </tr> <tr> <td>President/General Manager</td> <td>Finance</td> </tr> <tr> <td>Human Resources/Diversity &amp; Inclusion</td> <td>Sales/Marketing/Communications</td> </tr> <tr> <td>Sustainability/Environment/Health &amp; Safety</td> <td>Health &amp; Safety/Environmental/Sustainability</td> </tr> <tr> <td>Operations/Ops Excellence/Quality/Business Planning</td> <td></td> </tr> </table>	Board of Directors	Supply Chain/Logistics	CEO/CFO/CTO/COO/CMO/CHRO	Engineering/Strategy & Innovation	President/General Manager	Finance	Human Resources/Diversity & Inclusion	Sales/Marketing/Communications	Sustainability/Environment/Health & Safety	Health & Safety/Environmental/Sustainability	Operations/Ops Excellence/Quality/Business Planning	
Board of Directors	Supply Chain/Logistics												
CEO/CFO/CTO/COO/CMO/CHRO	Engineering/Strategy & Innovation												
President/General Manager	Finance												
Human Resources/Diversity & Inclusion	Sales/Marketing/Communications												
Sustainability/Environment/Health & Safety	Health & Safety/Environmental/Sustainability												
Operations/Ops Excellence/Quality/Business Planning													
<p>Areas of Service</p> <p>Leadership Executive Search</p>	<p>Recently Completed Assignments</p> <p>President (Aerospace); CEO (A&amp;D); Head of Sustainability (Mining); CSIO (MedTech); VP, Capture Management (Defense); Head of Mine Processing (Mining)</p>												

Firm Overview

Silvester & Company is a boutique executive search firm specializing in identifying, nurturing and hiring top visionary leaders who drive positive change and innovation at the executive level. With a well-known and respected presence within the industrial manufacturing sector, our firm spans aerospace & defense, mining & natural resources, medical device/technology, and chemical manufacturing. Our extensive presence and hundreds of placements have helped build and shape these industries for nearly three decades. With our deep expertise and expansive network, our firm continues to help leaders solve their most challenging issues with confidence.



29

Years  
Experience

75%

3-Year  
Retention Rate

1

Year  
Guarantee

100%

Of Our Clients Work  
With Us Again

## Our Industry Expertise

Silvester & Company is a boutique executive search firm specializing in identifying, nurturing and hiring top visionary leaders who drive positive change and innovation at the executive level. With a well-known and respected presence within the industrial manufacturing sector, our firm spans aerospace & defense, mining & natural resources, medical device/technology, and chemical manufacturing. Our extensive presence and hundreds of placements have helped build and shape these industries for nearly three decades. With our deep expertise and expansive network, our firm continues to help leaders solve their most challenging hiring challenges with confidence. Visit [silvesco.com](http://silvesco.com) for more.





<p>Location</p> <p>601 Carlson Parkway, Suite 900          Minneapolis, MN  <a href="http://www.skywatersearch.com">www.skywatersearch.com</a>          (952) 767-9000  <a href="http://www.linkedin.com/company/skywater-search-partners/">www.linkedin.com/company/skywater-search-partners/</a></p>	<p>Leading Principals</p> <p>Adam Hoffarber, Managing Partner; Paul Beard, Partner; Kurt Rakos, Partner; Tony Fornetti, Partner</p>										
<p>Year Established</p> <p>2013</p>	<p>Estimated Revenue</p> <p>\$22m</p>										
<p>Number of Recruiters</p> <p>50</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$80,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>Regional</p>										
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>33.3% to commence search, 33.3% after candidates presented, 33.3% candidate start date</p>										
<p>Off-Limits Policy</p> <p>2 years after most recent placement</p>	<p>Average Time to Completion on Assignments</p> <p>70 days</p>										
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Industrial</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Life Sciences</td> </tr> <tr> <td>Financial Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Healthcare</td> <td>Professional Services</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Consumer Goods & Services	Industrial	Cleantech/Sustainability	Life Sciences	Financial Services	Legal/Compliance	Healthcare	Professional Services	HR/Diversity	Technology	<p>Functional Expertise</p>
Consumer Goods & Services	Industrial										
Cleantech/Sustainability	Life Sciences										
Financial Services	Legal/Compliance										
Healthcare	Professional Services										
HR/Diversity	Technology										
<p>Areas of Service</p> <p>Executive Search          Interim/Contingent Search</p>	<p>Recently Completed Assignments</p>										

Firm Overview

SkyWater Search Partners brings new focus to executive search with specialized recruitment and representation services tailored to specific client and candidate needs. Our practice areas are led by highly experienced executive recruiters who take great care in fully understanding client requirements and candidate qualifications. Practice Expertise: - Information Technology (IT) - Accounting and Finance - Engineering & Operations - Marketing - Sales - Human Resources - Legal - Construction - Consumer Packaged Goods (CPG) - MedTech/Life Sciences

# SLAYTON SEARCH PARTNERS

A Judge Company

<p>Location</p> <p>200 S. Wacker Drive, 40th Floor Chicago, IL www.slaytonsearch.com (312) 456-0080 www.linkedin.com/company/slayton-search-partners/</p>	<p>Leading Principals</p> <p>Rick Slayton, Managing Partner &amp; CEO; John Nimesheim, Managing Director</p>																				
<p>Year Established</p> <p>1985</p>	<p>Estimated Revenue</p> <p>\$25m</p>																				
<p>Number of Recruiters</p> <p>16</p>	<p>Number of Offices</p> <p>1</p>																				
<p>Lowest Salary Handled, Average Salary Handled (\$300,000, \$400,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																				
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>33.3% total compensation</p>																				
<p>Off-Limits Policy</p> <p>1 year</p>	<p>Average Time to Completion on Assignments</p> <p>125 days</p>																				
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Products</td> <td>Industrial Products</td> </tr> <tr> <td>Consumer Services</td> <td>Industrial Services</td> </tr> <tr> <td>Distribution Services</td> <td>Private Equity</td> </tr> <tr> <td>Financial Services</td> <td>Retail</td> </tr> <tr> <td>Insurance</td> <td></td> </tr> </table>	Consumer Products	Industrial Products	Consumer Services	Industrial Services	Distribution Services	Private Equity	Financial Services	Retail	Insurance		<p>Functional Expertise</p> <table border="0"> <tr> <td>CEO &amp; P&amp;L</td> <td>Marketing and Sales</td> </tr> <tr> <td>Diversity</td> <td>Supply Chain</td> </tr> <tr> <td>Finance</td> <td>Strategy</td> </tr> <tr> <td>Human Resources</td> <td>Sustainability</td> </tr> <tr> <td>Research &amp; Development</td> <td>Technology</td> </tr> </table>	CEO & P&L	Marketing and Sales	Diversity	Supply Chain	Finance	Strategy	Human Resources	Sustainability	Research & Development	Technology
Consumer Products	Industrial Products																				
Consumer Services	Industrial Services																				
Distribution Services	Private Equity																				
Financial Services	Retail																				
Insurance																					
CEO & P&L	Marketing and Sales																				
Diversity	Supply Chain																				
Finance	Strategy																				
Human Resources	Sustainability																				
Research & Development	Technology																				
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p> <p>Chief Talent Officer – Financial services company; General Counsel - Global highly recognized snack food company; Chief Accounting Officer – Publicly traded specialty retailer; Division Chief Financial Officer - Private Equity-Backed Leading U.S. Manufacturer of Premium Disposable Products; Chief Information Officer – Life and annuity insurance company; Chief Executive Officer - Family-owned pet food and ingredients manufacturer</p>																				

## Firm Overview

Founded in 1985, Slayton Search Partners is a premier retained executive search firm dedicated to recruiting top executive talent to client companies throughout the globe. Slayton knows how important it is to find a partner who can understand your needs, recruit the best-in-class talent, and counsel you toward a successful conclusion of the search process. Built on strong principles of knowledge, integrity, communication and quality, they've evolved alongside an ever-shifting business landscape, gaining insight and expertise while crafting a better search alternative.

# SLAYTON SEARCH PARTNERS

A Judge Company



## ABOUT SLAYTON SEARCH PARTNERS

Slayton Search Partners is a top retained executive search firm, serving some of North America's most recognized companies. By focusing on a structure that balances the size needed to do the job with the size needed to deliver personal attention and service, Slayton avoids restrictions that limit traditional search firms. This helps transform the relationships with our clients into opportunities for high-quality solutions.

Our depth of expertise, along with three decades of success, allows us to deliver the results, but our focus on the client experience is what sets us apart. Your experience working with us is the foundation of who we are and what we do, because we understand your challenges, your pain points and the need to get things right.

## INDUSTRY EXPERTISE

Consumer Products

Consumer Services

Distribution Services

Financial Services

Industrial Products

Industrial Services

Insurance

Private Equity

Retail

## FUNCTIONAL EXPERTISE

CEO and P&L

Diversity

Finance

Human Resources

Research and Development

Marketing and Sales

Supply Chain

Strategy

Technology

For more information visit [SLAYTONSEARCH.COM](https://www.slaytonsearch.com) and follow us on [LinkedIn](#) and [X \(Twitter\)](#).

**SMITH & WILKINSON**  
PARTNERS IN TALENT

<p>Location</p> <p>241 Running Hill Rd South Portland, ME www.smithandwilkinson.com (207) 510-6666 www.linkedin.com/company/2653606/</p>	<p>Leading Principals</p> <p>Carl Wilkinon, President and CEO; Cameron Boyd, Managing Partner; Stacy St. Onge, Managing Partner</p>										
<p>Year Established</p> <p>1998</p>	<p>Estimated Revenue</p> <p>\$7.5m</p>										
<p>Number of Recruiters</p> <p>15</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$100,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Flat or Percentage, paid as Engagement, Interim, and Success Fee.</p>										
<p>Off-Limits Policy</p> <p>1 year from most recent placement</p>	<p>Average Time to Completion on Assignments</p> <p>85 days</p>										
<p>Industry Focus</p> <p>Financial Services</p>	<p>Functional Expertise</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">C Suite/President/Managing Partner</td> <td>Chief Information Security Officer/</td> </tr> <tr> <td>Vice President</td> <td>Cybersecurity</td> </tr> <tr> <td>Chief Human Resource Officer/Chief</td> <td>Operations</td> </tr> <tr> <td>Diversity, Equity and Inclusion Officer</td> <td>Sales</td> </tr> <tr> <td>Human Resources</td> <td>Marketing</td> </tr> </table>	C Suite/President/Managing Partner	Chief Information Security Officer/	Vice President	Cybersecurity	Chief Human Resource Officer/Chief	Operations	Diversity, Equity and Inclusion Officer	Sales	Human Resources	Marketing
C Suite/President/Managing Partner	Chief Information Security Officer/										
Vice President	Cybersecurity										
Chief Human Resource Officer/Chief	Operations										
Diversity, Equity and Inclusion Officer	Sales										
Human Resources	Marketing										
<p>Areas of Service</p> <p>Executive Search Succession Planning Executive Coaching Leadership Consulting/Development</p>	<p>Recently Completed Assignments</p>										

Firm Overview

Founded in 1998, Smith & Wilkinson is a premier Talent Advisory that supports our clients in achieving their strategic objectives through the recruitment, development, promotion, and retention of their top employees. We specialize in Executive Search, Executive Coaching, Small-Group Leadership Development, and Succession Planning, delivered through specialty teams and industry experts, providing a comprehensive suite of solutions, innovations, and best practices that help our clients thrive.



<b>Location</b> 800 East Boulevard, Suite 200 Charlotte, NC www.sockwell.com (704) 372-1865 www.linkedin.com/company/sockwell-partners/	<b>Leading Principals</b> Bob Sherrill, Managing Director; Susie Jernigan, Managing Director; Norwood Teague, Director; Catherine Johnson, Vice President
<b>Year Established</b> 1982	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 5	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$175,000, \$275,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> AESC	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b> 2 years from client engagement and never recruit the successful candidate	<b>Average Time to Completion on Assignments</b> 112 days
<b>Industry Focus</b> Consumer Goods & Services      Technology Financial Services                  Real Estate Industrial	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b>

Firm Overview

Founded in 1982, a mid-sized retained executive search firm in Charlotte with a staff of eight, including three managing directors. Clients include lower middle market privately held companies, small and mid-cap public companies, health and non-profit organizations, financial services concerns, and portfolio companies of private equity and growth capital firms: Experience spans a range of industries with specialties in, real estate, healthcare, manufacturing/distribution, and financial services Functional specialties include Board of Directors, CEOs, Presidents, Executive Directors, COOs, CFOs, CIOs, Heads of Sales/Marketing, Operations and Human Resources. 86% of search engagements come from repeat clients or referrals of clients



**SOUL EQUITY  
SOLUTIONS**

<p>Location New York, NY www.soulequitysolutions.com www.linkedin.com/company/soul-equity-solutions</p>	<p>Leading Principals Lori Gleeman, Founder &amp; CEO; Samantha Hunt McNulty, Operations Director</p>														
<p>Year Established 2005</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters 3</p>	<p>Number of Offices 1</p>														
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration <b>National</b></p>														
<p>Professional Memberships</p>	<p>Fee Procedure</p>														
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>														
<p>Industry Focus Private Equity Portfolio Company Executive Teams</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>M&amp;A Investment Professionals</td> <td>CFO</td> </tr> <tr> <td>Investor Relations</td> <td>COO</td> </tr> <tr> <td>Business Developers</td> <td>Chief Technology Officer</td> </tr> <tr> <td>Operating Partners</td> <td>Chief Marketing Officer</td> </tr> <tr> <td>Corporate Development</td> <td>Human Resource Teams</td> </tr> <tr> <td>Internal Talent Acquisition</td> <td>General Counsel</td> </tr> <tr> <td>CEO</td> <td>Sales Director</td> </tr> </table>	M&A Investment Professionals	CFO	Investor Relations	COO	Business Developers	Chief Technology Officer	Operating Partners	Chief Marketing Officer	Corporate Development	Human Resource Teams	Internal Talent Acquisition	General Counsel	CEO	Sales Director
M&A Investment Professionals	CFO														
Investor Relations	COO														
Business Developers	Chief Technology Officer														
Operating Partners	Chief Marketing Officer														
Corporate Development	Human Resource Teams														
Internal Talent Acquisition	General Counsel														
CEO	Sales Director														
<p>Areas of Service Executive Search</p>	<p>Recently Completed Assignments</p>														

Firm Overview

Soul Equity is a NYC-based, boutique, woman-owned executive search firm passionately dedicated to elevating Middle Market Private Equity Firms, independent sponsors, and family offices across the United States. As a specialized boutique firm, Soul Equity exclusively focuses on the unique hiring needs of the Private Equity middle market.

At Soul Equity, we transcend conventional executive search practices with an unwavering commitment to excellence, redefining the standard in our industry. Our focus is clear: we are dedicated to conducting searches at all seniority levels throughout the US, catering to both investor and non-investor roles. Whether it's Investment Teams, Portfolio Support, Business Development, or Investor Relations, we understand the intricacies of each position and the impact it has on your organization.





<b>Location</b> 4643 S Ulster St #1420 Denver, CO <a href="http://www.spectrumsearchpartners.com">www.spectrumsearchpartners.com</a> <a href="http://www.linkedin.com/company/spectrum-search-partners-llc">www.linkedin.com/company/spectrum-search-partners-llc</a>	<b>Leading Principals</b> Kevin Hahn, Partner, Chief Executive Officer; Jay Lane, Partner, Head of Recruiting; Tom Shahnazarian, Partner, President
<b>Year Established</b> 2009	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 4
<b>Lowest Salary Handled, Average Salary Handled</b> (\$200,000, \$350,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> Association for Corporate Growth	<b>Fee Procedure</b> <b>Retained:</b> Our fee structure will be calculated by multiplying 33% of the estimated first year's total cash compensation. Cash compensation is defined as the sum of Base Salary, Annual Performance Bonus at target, and, if applicable, a signing bonus.
<b>Off-Limits Policy</b> Spectrum will not recruit any employees from our clients for as long as the PE Sponsor owns that asset.	<b>Average Time to Completion on Assignments</b> 90
<b>Industry Focus</b> Consumer Goods & Services      Life Sciences Financial Services                  Professional Services Healthcare                              Technology HR/Diversity                            Private Equity Industrial	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Board Services	<b>Recently Completed Assignments</b> Chief Financial Officer; Chief Executive Officer; Chief Financial Officer; General Manager, RCI; EVP, Corporate Development; Chief Operating Officer; Vice President of Marketing; Chief Operating Officer; Chief Executive Officer; Chief Financial Officer; Chief Operating Officer; General Manager, Seattle; President & General Manager; President Head of M&A North America

Firm Overview

Spectrum Search Partners, based in Denver, Colorado, is a leading executive search firm specializing in Private Equity. Established in 2009, we have steadily expanded our operations and currently employ a team of dedicated professionals who excel at building high-caliber leadership teams. Since our inception, Spectrum has successfully conducted over 450 portfolio company searches, serving more than 100 Private Equity firms. Our exceptional track record has resulted in a remarkable repeat customer rate of 95%. Our search assignments primarily focus on companies located within the continental United States. At Spectrum, we firmly believe that our reputation is only as good as our last search. To maintain our industry-leading position, we continuously optimize our processes to meet the evolving needs and unique challenges of our client's portfolios. By doing so, we consistently earn their trust and satisfaction. Our primary clientele consists of rapidly expanding, private equity-backed businesses seeking top-tier leadership talent. Approximately 62% of our recruitment efforts are dedicated to the C-Level, as we identify and attract exceptionally talented individuals to join our clients' executive leadership teams. Our clientele includes some of the most prominent private equity firms in the country, as well as innovative and disruptive companies across various industries. They choose to partner with us to enhance and professionalize their existing teams. Key to our success is our ability to identify, persuade, and evaluate executive leadership talent who possess the skills and expertise required to successfully grow these companies. We take pride in our discerning eye for top-tier candidates who can contribute to our client's ongoing success. Although our headquarters are located in Denver, Spectrum operates with a remote-first culture. We prioritize providing our employees with the best engagement, training, events, and support. We understand the importance of striking a balance between a demanding "work hard/play hard" mentality and fostering a work/life balance environment. At Spectrum, we are committed to delivering exceptional results for our clients while creating a positive and fulfilling work experience for our team members.



# **SPECTRUM SEARCH PARTNERS**

## **THE PRIVATE EQUITY SEARCH FIRM**



**98%**

Private Equity Focus

**99%**

Successful Fill Rate

**450+**

Port Co Placements

**14+**

Years Placing  
C-Suite Talent +  
Functional Leaders

**130+**

Proven Partner to  
130+ Private  
Equity Firms

**THE RIGHT EXPERIENCE MATTERS.**

# SpencerStuart

<b>Location</b> 90 Park Ave 4th Floor New York, NY <a href="http://www.spencerstuart.com/">www.spencerstuart.com/</a> <a href="https://www.linkedin.com/company/spencer-stuart/mycompany/">www.linkedin.com/company/spencer-stuart/mycompany/</a>	<b>Leading Principals</b> <b>Ben Williams, Chief Executive Officer</b>
<b>Year Established</b> <b>1956</b>	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> <b>483</b>	<b>Number of Offices</b> <b>57</b>
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>Global</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> <b>Generalists</b>	<b>Functional Expertise</b> <b>Executive Assistant</b> <b>Junior HR roles</b> <b>Administrative Assistant</b> <b>IR/ Marketing Assistant</b> <b>Receptionist</b> <b>Office Manager</b>
<b>Areas of Service</b> <b>Executive Search</b> <b>Interim/Contingent Search</b> <b>Succession Planning</b> <b>Leadership Consulting/</b> <b>Culture Advisory/Culture Shaping</b> <b>Development</b> <b>Diversity, Equity + Inclusion</b> <b>Onboarding</b> <b>Board Services</b> <b>Succession Planning</b> <b>Executive Coaching</b>	<b>Recently Completed Assignments</b>

## Firm Overview

At Spencer Stuart, we know that leadership has never mattered more. We are trusted by organizations around the world to help them make the senior-level leadership decisions that have a lasting impact on their enterprises, on their stakeholders and the world around them. Through our executive search, board and leadership advisory services, we help build and enhance high-performing teams for select clients ranging from major multinationals to emerging companies to nonprofit institutions. Privately held since 1956, we focus on delivering knowledge, insight and results through the collaborative efforts of a team of experts — now spanning more than 70 offices, over 30 countries and more than 50 practice specialties. Boards and leaders consistently turn to Spencer Stuart to help address their evolving leadership needs in areas such as senior-level executive search, board recruitment, board effectiveness, succession planning, in-depth senior management assessment, employee engagement and many other facets of culture and organizational effectiveness, particularly in the context of the changing stakeholder expectations of business today.

<p>Location</p> <p>SpenglerFox Eschborn, Germany www.spenglerfox.com www.linkedin.com/company/spenglerfox/</p>	<p>Leading Principals</p> <p>Jens Friedrich, CEO SpenglerFox Group; Filip Lerno, Non Executive Chairman; Zsuzsanna Zimonyi, Partner, Head of Life Sciences; Lukas Nosek, Partner, Head of Industrial; Michal Vajskebr, Partner, Head of Consumer; Michael Klingler, Head of Private Equity</p>																
<p>Year Established</p> <p>2003</p>	<p>Estimated Revenue</p>																
<p>Number of Recruiters</p> <p>380+ Worldwide</p>	<p>Number of Offices</p> <p>14</p>																
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$50,000, \$150,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>3 Stages: Retainer, Shortlist and Final</p>																
<p>Off-Limits Policy</p> <p>Unless otherwise agreed, clients are off-limits for 12 months from date of last placement. Placed candidates are off-limits indefinitely.</p>	<p>Average Time to Completion on Assignments</p> <p>Average time to shortlist is between 4 and 7 weeks</p>																
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Industrial</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Life Sciences</td> </tr> <tr> <td>Financial Services</td> <td>Legal/Compliance</td> </tr> <tr> <td>Healthcare</td> <td>Professional Services</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Consumer Goods & Services	Industrial	Cleantech/Sustainability	Life Sciences	Financial Services	Legal/Compliance	Healthcare	Professional Services	HR/Diversity	Technology	<p>Functional Expertise</p> <table border="0"> <tr> <td>C Suite/President/Managing Partner</td> <td>Human Resources</td> </tr> <tr> <td>Vice President</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>C-Suite</td> </tr> </table>	C Suite/President/Managing Partner	Human Resources	Vice President	Diversity, Equity & Inclusion (DE+I)	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	C-Suite
Consumer Goods & Services	Industrial																
Cleantech/Sustainability	Life Sciences																
Financial Services	Legal/Compliance																
Healthcare	Professional Services																
HR/Diversity	Technology																
C Suite/President/Managing Partner	Human Resources																
Vice President	Diversity, Equity & Inclusion (DE+I)																
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<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Executive Coaching</td> </tr> <tr> <td>Succession Planning</td> <td>Interim Management</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Leadership Advisory</td> </tr> <tr> <td>Outplacement</td> <td>Executive Onboarding</td> </tr> <tr> <td>Board Services</td> <td>Private Equity Solutions</td> </tr> </table>	Executive Search	Executive Coaching	Succession Planning	Interim Management	Diversity, Equity + Inclusion	Leadership Advisory	Outplacement	Executive Onboarding	Board Services	Private Equity Solutions	<p>Recently Completed Assignments</p>						
Executive Search	Executive Coaching																
Succession Planning	Interim Management																
Diversity, Equity + Inclusion	Leadership Advisory																
Outplacement	Executive Onboarding																
Board Services	Private Equity Solutions																

#### Firm Overview

Founded in 2003, SpenglerFox is a global top 40 ranked provider of agile human capital solutions. Our wholly owned and integrated office structure, in synergy with our international affiliate network, gives our clients access to 380+ consultants across 76 offices located in 47 countries, offering an impressive depth and breadth of industry experience, and access to a global pool of extraordinary talent. When working with us, our clients are assured of an integrated, trusted, and hands-on partner who is agile, flexible, able to look at and doing things differently, yet working seamlessly across borders and bringing global insights to solve local problems. This way our clients can stay ahead of the challenges they face as a business and improve their competitive advantage in a rapidly changing business landscape. When working for us, you are a part of a global, fully integrated, and interconnected team of professionals, and a business whose central focus is the growth of its people. SpenglerFox is a fast-growing organisation where we value entrepreneurship, dedication, autonomy, trust, and above all, expertise. It is a business where you are an integral part of the bigger picture. Inclusion is what drives creativity and innovation and we encourage all our people to be actively engaged in building our business.



<p>Location</p> <p>New York, NY  www.spiresearchpartners.com  (646) 328-1446  www.linkedin.com/in/financialsearch/</p>	<p>Leading Principals</p> <p>Dennis Grady, Managing Partner</p>										
<p>Year Established</p> <p>2007</p>	<p>Estimated Revenue</p>										
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>1</p>										
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$300,000, \$650,000)</p>	<p>Geographical Concentration</p> <p>National</p>										
<p>Professional Memberships</p> <p>IRSA; International Retained Search Association</p>	<p>Fee Procedure</p> <p>30% of total cash; 33.3% up front, 33.3% at short list, balance on completion</p>										
<p>Off-Limits Policy</p> <p>Varies, please inquire</p>	<p>Average Time to Completion on Assignments</p> <p>8-10 weeks</p>										
<p>Industry Focus</p> <p>Private Equity  Portfolio Companies  Hedge Funds  Fintech</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>Non-Investment Functions</td> <td>Investor Relations/Capital Raising</td> </tr> <tr> <td>C Suite/Partner</td> <td>Investment Operations</td> </tr> <tr> <td>VP/Principal/Director</td> <td>Strategy</td> </tr> <tr> <td>Accounting/Finance</td> <td></td> </tr> <tr> <td>Portfolio Operations</td> <td></td> </tr> </table>	Non-Investment Functions	Investor Relations/Capital Raising	C Suite/Partner	Investment Operations	VP/Principal/Director	Strategy	Accounting/Finance		Portfolio Operations	
Non-Investment Functions	Investor Relations/Capital Raising										
C Suite/Partner	Investment Operations										
VP/Principal/Director	Strategy										
Accounting/Finance											
Portfolio Operations											
<p>Areas of Service</p> <p>Retained and Executive Search  Interim/Consulting</p>	<p>Recently Completed Assignments</p> <p>VP, Portfolio Operations - Integration &amp; Initiatives; Operating Partner - Financial; Human Capital Operating Partner; VP, Finance - Investment Data &amp; Analytics; CFO; Controller; Head of FP&amp;A; Director of Fund Operations; Chief Risk Officer; Head of Market Risk; Head of Credit Risk; Head of Operational Risk; Global Head of Investor Relations &amp; Capital Formation; Director of Data Management; Portfolio Construction</p>										

Firm Overview

# SPMB

EXECUTIVE SEARCH

<p>Location</p> <p>80 Sir Francis Drake Blvd, STE 3F Larkspur, CA 94939 www.spmb.com (415) 924-7200 <a href="https://www.linkedin.com/company/spmb-executivesearch">https://www.linkedin.com/company/spmb-executivesearch</a></p>	<p>Leading Principals</p> <p>Kevin Barry, Managing Partner; Dave Mullarkey, Managing Partner; Mike Doonan, Managing Partner; Eamonn Tucker, Managing Partner</p>
<p>Year Established</p> <p>1978</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>36</p>	<p>Number of Offices</p> <p>3</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Fees dependent upon position level, company stage, and client needs.</p>
<p>Off-Limits Policy</p> <p>We never recruit a placed candidate. We have a 12-month off limits policy (depending on company size).</p>	<p>Average Time to Completion on Assignments</p> <p>Contact SPMB to learn more.</p>
<p>Industry Focus</p> <p>Technology (Enterprise &amp; Consumer) Cybersecurity Artificial Intelligence &amp; Machine Learning Consumer Products, Services, Retail &amp; DTC Investment Services Sustainable Technology (Climate Tech, Energy Transition &amp; Better Foods) Sports, Media &amp; Entertainment</p> <p>Healthcare &amp; Life Sciences Industrial Professional Services Financial Services Government HR Legal</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President CEO &amp; Board of Directors Divisional GM Sales &amp; Marketing Customer Success &amp; Post Sales Engineering &amp; CTO Product CIO &amp; Information Technology</p> <p>Chief Information Security Office/ ecurity Data &amp; Analytics Financial Officers Investor Relations Investors (General Partners, Partners, and Principals) Human Resources &amp; People Ops Operations General Counsel</p>
<p>Areas of Service</p> <p>Executive Search</p>	<p>Recently Completed Assignments</p>

## Firm Overview

SPMB is the No. 1 executive search firm serving the technology market and one of the largest independent retained search firms in the country. They specialize in recruiting C-Level Executives and Board Members to disruptive, growth-oriented startups, building out the leadership teams at the most innovative companies in the tech space. SPMB also partners with large multinationals across all categories—media, consumer, financial services, healthcare, renewables—on their path to digital transformation. They bring the knowledge of a large, global firm and combine it with the personalized service and attention of a boutique to connect top executive talent to the best and fastest growing innovators across the country. Closing hundreds of C-Level searches annually, SPMB has recruited key leaders into companies that have generated over \$1 trillion in market value (IPOs/M&As) for their clients.

<p>Location</p> <p>31 Westland Square Dublin 2, Ireland www.sriexecutive.com <a href="https://www.linkedin.com/company/sripartners/">https://www.linkedin.com/company/sripartners/</a></p>	<p>Leading Principals</p> <p>Jim Chaplin, Global CEO' Mark Moreau, Managing Director, Europe; Adam Neyenhuis, Managing Director, APAC; Willa Perlman, CEO, North America; Jay Hussey, President, Global Search</p>
<p>Year Established</p> <p>1997</p>	<p>Estimated Revenue</p> <p>\$17m</p>
<p>Number of Recruiters</p> <p>4</p>	<p>Number of Offices</p> <p>12</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$120,000, \$300,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained</p>
<p>Off-Limits Policy</p> <p>1 year post placement</p>	<p>Average Time to Completion on Assignments</p> <p>2-3 month</p>
<p>Industry Focus</p> <p>Academia/Higher Education Consumer Goods &amp; Services Cleantech/Sustainability HR/Diversity</p> <p>Non Profit Professional Services Sports, Media &amp; Entertainment Technology</p>	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</p>
<p>Areas of Service</p> <p>Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching</p> <p>Leadership Consulting/ Development Onboarding Succession Planning</p>	<p>Recently Completed Assignments</p>

Firm Overview

SRI Executive is the leading Executive Search, Strategy and Leadership consulting practice in global sport, media, content, technology and lifestyle. For 25 years we have partnered with over 300 purpose-driven organizations to identify and support outstanding leaders and develop future-ready strategies that drive impact.



<b>Location</b> 13450 W. Sunrise Blvd., Suite 200 Sunrise, FL <a href="http://www.stevendouglas.com">www.stevendouglas.com</a> (954) 385-8595 <a href="http://www.linkedin.com/company/stevendouglashq">www.linkedin.com/company/stevendouglashq</a>	<b>Leading Principals</b> Steven Sadaka, Chairman & Founder; Matt Shore, CEO
<b>Year Established</b> 1983	<b>Estimated Revenue</b> \$125m
<b>Number of Recruiters</b> 177	<b>Number of Offices</b> 26
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> USA, Latin America, Canada
<b>Professional Memberships</b>	<b>Fee Procedure</b> Varies per need/service
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 75-90 days
<b>Industry Focus</b> Industry-agnostic	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Interim Resources Technology Staffing Professional Recruiting	<b>Recently Completed Assignments</b>

Firm Overview

StevenDouglas, one of the nation’s leading boutique Search and Interim Resources firms, has been a recognized leader in identifying and providing access to top talent for clients since 1984. Our client base is industry agnostic and ranges from emerging middle-market to Fortune 500 companies, private equity and venture capital firms, hedge funds, family offices and wealth management firms. Recognized as a Top 25 Executive Search firm, our footprint expands to 26 offices nationwide, and over 175 professionals committed to creating successful outcomes for both clients and candidates. The firm has been connecting premier candidates to their client base that spans an array of high- demand disciplines, and a broad range of industries. StevenDouglas is nationally known for search expertise in Finance & Accounting, Human Resource, Information Technology, Executive Leadership, Financial Services, Operations, Sales & Marketing, Legal, Risk & Compliance, Supply Chain & Logistics; As well as providing interim resources and staffing for Information Technology, Finance & Accounting, and Human Resources.





Executive  
Search



Professional  
Recruiting



Technology  
Staffing



Interim  
Resources

 [StevenDouglas.com](https://www.stevendouglas.com)



@StevenDouglasHQ





<b>Location</b> 2200 Fletcher Avenue, Suite 508 Fort Lee, NJ <a href="http://www.stevensonsearch.com">www.stevensonsearch.com</a> (201) 302-0866 <a href="http://www.linkedin.com/company/the-stevenson-group/">www.linkedin.com/company/the-stevenson-group/</a>	<b>Leading Principals</b> Adam Bloom, President & CEO; Jonathan Beer, Partner; Jennifer Kay, Partner; Kris Steen, Partner; Renu Vijh, Partner
<b>Year Established</b> 1979	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 17	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b> Healthcare Businesswomen’s Association, Women in Bio, Medtech Vets, Latinos in Bio, Women in the Enterprise of Science & Technology, Medtech Women	<b>Fee Procedure</b> Traditional retained model
<b>Off-Limits Policy</b> Full company or functional off-limits, depending on nature of relationship and opportunity	<b>Average Time to Completion on Assignments</b> 99 days
<b>Industry Focus</b> Life Sciences	<b>Functional Expertise</b> C Suite/President/Managing Partner
<b>Areas of Service</b> Executive Search Succession Planning Board Services Executive Coaching Leadership Consulting/Development	<b>Recently Completed Assignments</b>

Firm Overview

From stealth mode startups to clinical and commercial stage companies, we’re a global executive search firm dedicated to finding leaders who will drive innovation in business and beyond. We’ve spent 40+ years building a wealth of industry expertise, knowledge, and networks across key life science sectors, and excel at partnering with clients who are facing key inflection points — whether emerging from stealth mode, transitioning into the clinic, or preparing for commercialization. We’re a progressive group of agile, creative thinkers who go beyond sourcing candidates to become your business’s thought partners and advisors. Through our strategic approach and global network, we know the leaders you want to know.



<b>Location</b> Asheville, NC <a href="http://www.summitsearchsolutions.com">www.summitsearchsolutions.com</a> (800) 901-8575 <a href="http://www.linkedin.com/company/summit-search-solutions-inc.">www.linkedin.com/company/summit-search-solutions-inc.</a>	<b>Leading Principals</b> Carrie Coward, President; Dr. Dick Merriman, Sr. Consultant; Dr. Lyndi Hewitt, Sr. Consultant; Beth Baldino, Sr. Consultant; Jan Asnicar, Sr. Consultant														
<b>Year Established</b> 2009	<b>Estimated Revenue</b> \$2-3M														
<b>Number of Recruiters</b> 12	<b>Number of Offices</b> Remote														
<b>Lowest Salary Handled, Average Salary Handled</b> (\$75,000, \$180,000 average)	<b>Geographical Concentration</b> National														
<b>Professional Memberships</b> AESC Association of Executive Search Consultants, WBENC Women's Business Enterprise National Council, ACE American Council on Education – Executive Search Roundtable	<b>Fee Procedure</b> Summit offers three (3) levels of service, most projects are billed in a flat fee.														
<b>Off-Limits Policy</b> We will not contact employees of client organizations who we have serviced within one year	<b>Average Time to Completion on Assignments</b> 16 weeks														
<b>Industry Focus</b> Academia/Higher Education	<b>Functional Expertise</b> <table border="0"> <tr> <td>President/Chancellor</td> <td>Leadership Consulting/Development</td> </tr> <tr> <td>Vice President</td> <td>Onboarding</td> </tr> <tr> <td>Academic Affairs</td> <td>HR/Finance/Administration</td> </tr> <tr> <td>Dean Areas of Service</td> <td>Student Services</td> </tr> <tr> <td>Executive Search</td> <td>Student Finance</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Chief Diversity, Equity and Inclusion Officer</td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> </table>	President/Chancellor	Leadership Consulting/Development	Vice President	Onboarding	Academic Affairs	HR/Finance/Administration	Dean Areas of Service	Student Services	Executive Search	Student Finance	Diversity, Equity + Inclusion	Chief Diversity, Equity and Inclusion Officer	Executive Coaching	
President/Chancellor	Leadership Consulting/Development														
Vice President	Onboarding														
Academic Affairs	HR/Finance/Administration														
Dean Areas of Service	Student Services														
Executive Search	Student Finance														
Diversity, Equity + Inclusion	Chief Diversity, Equity and Inclusion Officer														
Executive Coaching															
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development Onboarding	<b>Recently Completed Assignments</b> President, Lewis & Clark College President; Eastern Oregon University Provost/VPAA; University of Utah Vice President for Enrollment Management; Willamette University Vice Provost for Online and Continuing Education; University of Wyoming Vice President of Communications; Lewis & Clark College Vice President of Student Life														

Firm Overview

Summit Search Solutions, Inc. is a boutique executive search firm that specializes in senior-level searches in the higher education sector. Summit has a diverse team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, New York, and North Carolina. Working exclusively in the education and nonprofit sectors since 2001, Summit's associates remain on the pulse of the trends, structures, challenges, and opportunities our clients face. Day in and day out, we are engaged with the marketplace — building relationships and developing an ever deeper and more nuanced understanding of the education and nonprofit sectors, enabling us to become even more effective partners for our customers. Summit's clients range from small private institutions to top-tier research universities. We pride ourselves on personalized service, impeccable process, and results that surpass client expectations. Summit does no formal marketing; our growth has been 100% organic based on repeat business and client referrals. **MISSION AND PHILOSOPHY** Summit is a boutique firm intentionally. Incorporated in 2009, Summit's vision was a firm that is rooted in process, precision, and results. We envisioned a firm that was small and specialized with the ability to provide the highest level of focus and attention to each search. We have remained true to this vision. Summit does not take shortcuts – we put in the time, effort, and attention to get the results we and our clients strive for – high-quality, robust, and diverse candidate slates.



<p>Location</p> <p>20 N. Wacker Drive, Suite 1200 Chicago, IL www.talentrise.com/ (800) 568-8310 www.linkedin.com/company/talentrise</p>	<p>Leading Principals</p> <p>Pete Petrella, Practice Leader, Executive Search; Kristen Lampert, Practice Leader, Coaching/Leadership Development; Carl Kutsmode, Senior Vice President</p>												
<p>Year Established</p> <p>2008</p>	<p>Estimated Revenue</p>												
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>4</p>												
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>												
<p>Professional Memberships</p> <p>Praxi Alliance, Endeavor, Predictive Index, SpinUp (Toronto), 43North (Buffalo), TechNexus (Chicago), Invest Buffalo Niagara</p>	<p>Fee Procedure</p> <p>A flexible retained fee billing, typically billed 1/3 upon start, 1/3 after 45 days, and final 1/3 upon hire.</p>												
<p>Off-Limits Policy</p> <p>It is a non-solicit agreement where TalentRise will not recruit any employees from a client for 12 months following completion of the last search engagement.</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>												
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer Goods &amp; Services</td> <td>Professional Services</td> </tr> <tr> <td>Financial Services</td> <td>Technology</td> </tr> <tr> <td>Healthcare</td> <td>Private Equity</td> </tr> <tr> <td>HR/Diversity</td> <td>VC-Backed Startups</td> </tr> <tr> <td>Life Sciences</td> <td>Retail/E-Commerce</td> </tr> <tr> <td>Non Profit</td> <td></td> </tr> </table>	Consumer Goods & Services	Professional Services	Financial Services	Technology	Healthcare	Private Equity	HR/Diversity	VC-Backed Startups	Life Sciences	Retail/E-Commerce	Non Profit		<p>Functional Expertise</p>
Consumer Goods & Services	Professional Services												
Financial Services	Technology												
Healthcare	Private Equity												
HR/Diversity	VC-Backed Startups												
Life Sciences	Retail/E-Commerce												
Non Profit													
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Development</td> </tr> <tr> <td>Succession Planning</td> <td>Onboarding</td> </tr> <tr> <td>Executive Coaching</td> <td></td> </tr> <tr> <td>Interim/Contingent Search</td> <td></td> </tr> <tr> <td>Leadership Consulting/</td> <td></td> </tr> </table>	Executive Search	Development	Succession Planning	Onboarding	Executive Coaching		Interim/Contingent Search		Leadership Consulting/		<p>Recently Completed Assignments</p> <p>CEO Leadership Buffalo, CEO Miss Dig, CEO YWCA of WNY, Managing Director Mecc Alte, CFO McGard, CFO Sylhan</p>		
Executive Search	Development												
Succession Planning	Onboarding												
Executive Coaching													
Interim/Contingent Search													
Leadership Consulting/													

Firm Overview

TalentRise is an executive search and leadership development consulting firm based in Chicago, Illinois, with office locations in Buffalo, NY, Mississauga, ON, and Austin, TX. Founded in 2008, TalentRise provides flexible, customized leadership recruiting and organizational talent solutions to mid- to large-market employers. Within TalentRise, the Viaduct practice is a proven partner to startups and growth stage companies, working closely with entrepreneurs to build winning teams. At TalentRise, we elevate your business performance through talent optimization. TalentRise is an Aleron Group company, providing a full suite of workforce management solutions.



<p>Location</p> <p>405 Lexington Ave New York, NY www.temptingtalent.com/ (917) 463-3396 www.linkedin.com/company/tempting-talent/</p>	<p>Leading Principals</p> <p>Rob White, Head of Executive Search; Charles Woolcott, Head of Financial Services and Industrials; Jamie Thompson, Financial Services and Technology</p>
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p> <p>\$3m</p>
<p>Number of Recruiters</p> <p>10</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$80,000, \$500,000)</p>	<p>Geographical Concentration</p> <p>Global</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Retained, 30% of first year compensation</p>
<p>Off-Limits Policy</p> <p>12 months from engagement</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>
<p>Industry Focus</p> <p>Financial Services                      Venture Capital Technology Search to Search &amp; Talent into Private Equity</p>	<p>Functional Expertise</p> <p>All Functions    Human Resources C Suite/President/Managing Partner                      Diversity, Equity &amp; Inclusion (DE+I) Vice President    Chief Information Security Officer/ Chief Human Resource Officer/Chief                      Cybersecurity Diversity, Equity and Inclusion Officer Legal/Compliance</p>
<p>Areas of Service</p> <p>Executive Search Culture Advisory/Culture Shaping Interim/Contingent Search</p>	<p>Recently Completed Assignments</p> <p>Managing Partner &amp; North America Practice Leader - International Search &amp; Staffing Firm; VP, Talent Acquisition - Family Office, Wealth Management &amp; Investment Firm; Senior Talent Acquisition Manager - Series A FinTech; Growth Equity Backed Partner, Product &amp; Engineering; Boutique Executive Search Firm - Technology Partner</p>

Firm Overview

Tempting Talent is a venture-backed, executive search and advisory business. We partner with VC, PE, Executive Search & Staffing Businesses in America on M&A, Business Strategy, Hiring, DE&I and Learning & Development. Our unique combination of equity partnerships with our clients, expert consultants, market insight, and track record of service have afforded us leading relationships with America's most iconic Executive Search & Talent Acquisition Leaders. We partner with companies and people that value our unique insight, are focused on long-term partnerships, and whose values we believe in.

# TEND

<p>Location</p> <p>tendpartners.com (205) 721-3902 www.linkedin.com/in/grant-mcdaniel-6a994047/</p>	<p>Leading Principals</p> <p>Grant McDaniel, Principal and Founder</p>
<p>Year Established</p> <p>2023</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>1-4</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$150,000, \$300,000-\$600,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Dynamic based on client reality</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p> <p>90 days</p>
<p>Industry Focus</p> <p>Consumer Goods &amp; Services Healthcare</p>	<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources</p> <p>Diversity, Equity &amp; Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity C-Level Business Unit Head Supervisory Board</p>
<p>Areas of Service</p> <p>Executive Search Onboarding</p>	<p>Recently Completed Assignments</p>

## Firm Overview

TEND is an effective, thoughtful and highly empathetic talent acquisition and retention partner for Management Teams, Private Equity Investors and Family Offices. We operate best in Vice President and C-Level opportunities, leveraging our unique model of partnership, and are purpose built to give you a level of confidence and clarity that keeps you focused on the growth and health of your business. We define the word TEND as providing sustained care and attention to the people and passions that matter most. It's in our nature, it's in our model and we look forward to having a more robust and complete dialogue with you around the realities of growing businesses. "Value Beyond Placement" informs our aim, philosophy of partnership and intent toward you. One of our core beliefs is that integrating and retaining talented people is every bit as important as attracting them. We want to partner with you for all of it.



<b>Location</b> 120 Palencia Village Drive, Suite C-105 PMB 320 St. Augustine, FL 32095 <a href="http://www.thetolangroup.com">www.thetolangroup.com</a> (904) 875-4787 <a href="http://www.linkedin.com/company/thetolangroup/">www.linkedin.com/company/thetolangroup/</a>	<b>Leading Principals</b> Tim Tolan, Founder and Managing Partner; Kaye Johnson, Managing Partner; Rachel Gauthier, Managing Partner; Tim Russell, Managing Partner
<b>Year Established</b> 2005	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 9	<b>Number of Offices</b> 1 Headquarters Office, 8 remote offices
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$500,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> HIMSS	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b> 1 year from last placement	<b>Average Time to Completion on Assignments</b> 10 weeks
<b>Industry Focus</b> Healthcare Services Behavioral Health Healthcare Tech Finance & Accounting (vertical agnostic)	<b>Functional Expertise</b> C-Suite/President/Managing Partner      Fractional Leadership All C-Suite positions                              IT Vice President Chief Human Resource Officer Chief Information Security Officer Interim Executives
<b>Areas of Service</b> Executive Search Interim Search	<b>Recently Completed Assignments</b> CEO; CFO; CHRO; COO; CTO; CIO; SVP RCM; Controller

Firm Overview

The Tolan Group is a full-service executive search firm recognized for their performance-driven placement services. Our talented team works in healthcare services, healthcare tech and behavioral health. We align the right talent with our clients' needs. In addition, we provide finance and accounting executives across multiple vertical markets.

Our talented client team has a vast network of candidates in healthcare, and we know the market extremely well. We take pride in aligning the right talent for our private equity clients. We have broad experience in building talented executive teams for both new platform investments and in upgrading talent for growing platforms that require new leadership and more scalability.

The Tolan Group has a performance-driven business model. Our clients don't incur our full fee until the candidate we find has been hired and begins working. This performance-based business model has made us the most trusted executive search firm in the healthcare market.



<b>Location</b> 75 Rockefeller Plaza New York, NY <a href="http://www.totalrewardssearch.com">www.totalrewardssearch.com</a> <a href="http://www.linkedin.com/company/total-rewards-search/">www.linkedin.com/company/total-rewards-search/</a>	<b>Leading Principals</b> Jamie Newton, Managing Director; Charlotte Henney, Principal; Danielle Pfeiffer, Principal
<b>Year Established</b> 2019	<b>Estimated Revenue</b> \$1.98m
<b>Number of Recruiters</b> 4	<b>Number of Offices</b> 3
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$450,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> World at Work, SHRM	<b>Fee Procedure</b> Retained Fee Model
<b>Off-Limits Policy</b> None	<b>Average Time to Completion on Assignments</b> 115 days
<b>Industry Focus</b> HR Total Rewards	<b>Functional Expertise</b> C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources SVP/VP Total Rewards
<b>Areas of Service</b> Executive Search	<b>Recently Completed Assignments</b> CHRO, Capital Markets; SVP, Total Rewards, Logistics; Head of Global Compensation, Investment Management; Head of Global Total Rewards, Professional Services; Director of Executive Compensation, Manufacturing

Firm Overview

TRS is a dedicated executive search firm specialising in placing leaders who have their fingers on the pulse of a company's culture and who lead in the pursuit of synchronizing people and pay strategies. Initially starting out as a specialist boutique search firm focusing on Total Rewards professionals, we've expanded our niche further to deliver mandates for our clients who require top talent within Human Capital and Finance, recognizing the synergy the two functions have together and the skill, character, chemistry, and credibility required to lead successfully in these positions.

What sets us apart? Our Principals have a deep industry background in these functions before transitioning their careers to executive search. This gives us a holistic understanding of the professions we serve, allowing us to truly empathize with our clients and candidates and be authentic extensions of the company's talent acquisition team. With offices in New York City, Boston, and Charlotte, North Carolina, we partner with Fortune 500, private equity-backed and family-owned businesses to deliver C-Suite, SVP, VP and Senior Director hires.



# TRANSEARCH

YOUR WORLD PARTNER IN EXECUTIVE SEARCH

<p>Location</p> <p>1658 N Milwaukee Ave, Suite B-337 Chicago, IL www.transearch.com www.linkedin.com/company/transearch</p>	<p>Leading Principals</p> <p>Celeste Whatley, CEO; Ulrich F. Ackermann, Chairman of the Board; Gabriele Ghini, Member of the Board; Zinhle Matenji, Member of the Board; Steven Pezim, Vice-Chairman of the Board</p>														
<p>Year Established</p> <p>1982</p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p>150</p>	<p>Number of Offices</p> <p>60</p>														
<p>Lowest Salary Handled, Average Salary Handled (\$160,000, \$270,000)</p>	<p>Geographical Concentration</p> <p>Global</p>														
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p> <p>Retained</p>														
<p>Off-Limits Policy</p> <p>Existing clients are "off-limits" for a period of 18 months from the start of the assignment or 12 months from the conclusion of the assignment. Local variation might apply.</p>	<p>Average Time to Completion on Assignments</p> <p>Approximately 90 - 100 days depending on the complexity of the search</p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Government	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	<p>Functional Expertise</p> <p>C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Management Director C-level</p>
Academia/Higher Education	Industrial														
Consumer Goods & Services	Life Sciences														
Cleantech/Sustainability	Legal/Compliance														
Financial Services	Non Profit														
Government	Professional Services														
Healthcare	Sports, Media & Entertainment														
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<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Executive Coaching</td> </tr> <tr> <td>Succession Planning</td> <td>Leadership Consulting/Development</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Onboarding</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td></td> </tr> <tr> <td>Board Services</td> <td></td> </tr> </table>	Executive Search	Executive Coaching	Succession Planning	Leadership Consulting/Development	Culture Advisory/Culture Shaping	Onboarding	Diversity, Equity + Inclusion		Board Services		<p>Recently Completed Assignments</p> <p>Chief Green Officer; Global Chief Information Officer; Chief Experience Officer; Chief Financial Officer; Chief Compliance Officer; Chief Procurement Officer; Global Human Resources Director; Chief Supply Chain Officer; Global Vice President, Infrastructure and Security; Chief Executive Officer; Chief Marketing Officer; Vice President Digital Strategy</p>				
Executive Search	Executive Coaching														
Succession Planning	Leadership Consulting/Development														
Culture Advisory/Culture Shaping	Onboarding														
Diversity, Equity + Inclusion															
Board Services															

## Firm Overview

TRANSEARCH International, headquartered in Europe, is a leading global executive search and leadership consulting firm offering expertise across The Americas, Asia Pacific, Europe, the Middle East, and Africa. Catering to diverse industry sectors worldwide, we present core solutions, including Executive Search, Leadership Consulting, Board Services, and Interim Search. The precision and rigour of our unique Orxestra® methodology facilitate "fit" in areas of culture, team dynamics, performance, and leadership competency, ensuring that each appointment we make aligns seamlessly with the specified role. Furthermore, our strategic integration approach ensures that new leaders merge seamlessly into their roles. Our proprietary "Why Do You Stay?®" assessment offers insights into what magnetizes and retains talent within organizations. Contact us to dive deeper into our comprehensive approach to talent acquisition and leadership management.



Finding talent  
that stands out

and placing  
passion where  
it will flourish.

[transearch.com](http://transearch.com)

[contact@transearch.com](mailto:contact@transearch.com)

**TRANSEARCH**  
YOUR WORLD PARTNER IN EXECUTIVE SEARCH





# TRISEARCH

<p>Location  <b>Denver, CO</b>  <a href="http://www.trisearch.com">www.trisearch.com</a>  (833) 258-0909  <a href="http://www.linkedin.com/company/tri-search/mycompany">www.linkedin.com/company/tri-search/mycompany</a></p>	<p>Leading Principals  <b>Bob Aylsworth, CEO &amp; Co-Founder; Tony Fogel, President &amp; Co-Founder; Allison Halpern, COO &amp; Co-Founder; John Grahame, CRO &amp; Co-Founder; Stevie Aylsworth, Head of Partnerships &amp; Co-Founder</b></p>		
<p>Year Established  <b>2007</b></p>	<p>Estimated Revenue  <b>\$15m</b></p>		
<p>Number of Recruiters</p>	<p>Number of Offices  <b>8</b></p>		
<p>Lowest Salary Handled, Average Salary Handled  <b>(\$30,000, \$135,000)</b></p>	<p>Geographical Concentration  <b>Global</b></p>		
<p>Professional Memberships</p>	<p>Fee Procedure  <b>Engaged for a portion of our fee, performance-based as well for placement</b></p>		
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments  <b>40 days</b></p>		
<p>Industry Focus  <b>Generalists</b></p>	<p>Functional Expertise</p> <table border="0"> <tr> <td data-bbox="824 1045 1166 1192"> <b>C Suite/President/Managing Partner  Vice President  Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer  Human Resources  Diversity, Equity &amp; Inclusion (DE+I)</b> </td> <td data-bbox="1230 1045 1539 1171"> <b>Chief Information Security Officer/  Cybersecurity  Development/Fundraising  Communications  Marketing</b> </td> </tr> </table>	<b>C Suite/President/Managing Partner  Vice President  Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer  Human Resources  Diversity, Equity &amp; Inclusion (DE+I)</b>	<b>Chief Information Security Officer/  Cybersecurity  Development/Fundraising  Communications  Marketing</b>
<b>C Suite/President/Managing Partner  Vice President  Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer  Human Resources  Diversity, Equity &amp; Inclusion (DE+I)</b>	<b>Chief Information Security Officer/  Cybersecurity  Development/Fundraising  Communications  Marketing</b>		
<p>Areas of Service</p> <table border="0"> <tr> <td data-bbox="51 1255 354 1352"> <b>Executive Search  Succession Planning  Culture Advisory/Culture Shaping  Diversity, Equity + Inclusion</b> </td> <td data-bbox="418 1255 753 1306"> <b>Executive Coaching  Leadership Consulting/Development</b> </td> </tr> </table>	<b>Executive Search  Succession Planning  Culture Advisory/Culture Shaping  Diversity, Equity + Inclusion</b>	<b>Executive Coaching  Leadership Consulting/Development</b>	<p>Recently Completed Assignments</p>
<b>Executive Search  Succession Planning  Culture Advisory/Culture Shaping  Diversity, Equity + Inclusion</b>	<b>Executive Coaching  Leadership Consulting/Development</b>		

Firm Overview

**TRISEARCH: WE BUILD CUSTOMIZED TALENT SOLUTIONS** TriSearch is an International full-service talent acquisition firm that helps clients fill roles and improve their internal recruiting operations. Recognized by Forbes and Hunt Scanlon as a Top Nationwide Recruiting Firm, TriSearch provides Customized Partnership Recruiting (CPR) for filling multiple roles, Targeted Single Search (TSS), and Recruitment Process Outsourcing (RPO), Reimagined. TriSearch offers customizable and scalable talent solutions that focus on a client's specific requirements while placing professionals at all levels and across all functional areas, throughout the United States, Canada, and Europe. For more information, please visit [www.trisearch.com](http://www.trisearch.com) or reach out to [Teamwork@trisearch.com](mailto:Teamwork@trisearch.com).

## WE BUILD CUSTOMIZED RECRUITING SOLUTIONS

TriSearch is an International full-service talent acquisition firm that helps clients fill roles and improve their internal recruiting operations. TriSearch offers customizable and scalable talent solutions placing professionals at all levels & across all functional areas, throughout the United States, Canada, and Europe.

### R P O

#### Recruitment Process Outsourcing

- **RPO: Reimagined**
- Forward-thinking, agile & adjusts with your team
- Utilizes precise candidate success profiles, fresh research and selling!
- Offers performance-based pricing

### C P R

#### Customized Partnership Recruitment

- **CPR is a partnership** with clients for improved results, vendor consolidation, cost savings
- Project based volume recruiting e.g. sprint capacity, partial outsourcing, high growth

### T S S

#### Targeted Single Search

- **TSS begins** with a deep understanding of our client's culture & requirements
- Capabilities across all functional areas, levels & geographies
- True partnership & transparency
- Performance-based fees



**BOB AYLSWORTH**  
CEO & Co-Founder

Bob Aylsworth, CEO & Co-Founder of TriSearch, began his career helping DHR International grow from 15 to 150 researchers and become the fifth largest executive search firm in the US. In 2002, Bob became CEO of Jobplex, bringing it from a \$600K revenue company to over \$25M. Bob left Jobplex to form his own company, Tri-Worth. Bob successfully sold Tri-Worth after significant growth to a large RPO. After the success of Tri- Worth, Bob launched his third startup and TriSearch was born.

teamwork@trisearch.com | 833-258-0909 | www.trisearch.com



# TRISEARCH

*Talent Recruitment with Intention*®

Recognized by both Forbes and Hunt Scanlon as a Top Nationwide Recruiting Firm of 2023, TriSearch is a full-service talent solutions firm with paradigm-shifting managed recruitment services called Customized Partnership Recruiting (CPR). TriSearch also provides a proven, highly targeted, single search solution, Diversity & Inclusion consulting and recruiting and other talent solution such as career transition coaching.

<b>Location</b> 2630 Skymark Avenue, Suite 700 Mississauga, ON tsigroup.com (905) 629-3701 www.linkedin.com/company/tsi-group/	<b>Leading Principals</b> Pamela Ruebusch, CEO
<b>Year Established</b> 1990	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$100,00, \$150,000-\$200,000)	<b>Geographical Concentration</b> North America
<b>Professional Memberships</b> CSCMP, TTCT, ACG	<b>Fee Procedure</b> 27-33% Total Cash
<b>Off-Limits Policy</b> 1 year	<b>Average Time to Completion on Assignments</b> 115 days
<b>Industry Focus</b> Supply Chain Consumer Packaged Goods Transportation & Logistics Energy & Mining Healthcare	<b>Functional Expertise</b> C-Suite Supply Chain Finance Operations
<b>Areas of Service</b> Executive Search Talent Acquisition Recruitment Process Outsourcing Leadership Development	<b>Recently Completed Assignments</b> COO; CFO; VP Operations Manager; VP Contracts; General Manager; President; Director, Brand Strategy; Director, Risk Management; VP Marketing Corp. Communications
<b>Manufacturing</b> <b>Distribution</b> <b>Private Equity</b> <b>Non Profit</b>	<b>Engineering</b> <b>Sales &amp; Marketing</b> <b>Human Resources</b> <b>Technology</b>

Firm Overview

“TSI Group Inc. is a boutique search firm that provides executive search, strategic talent acquisition and leadership development. We partner with our clients to offer our knowledge, capacity and resources to find and cultivate the talent that drives our client’s success. Having a direct strategy and executing it precisely is what drives TSI to consistently satisfy its clients and grow as a best-in-class executive search and talent acquisition firm. Our diverse clients throughout North America include Fortune 500’s, emerging companies as well as medium enterprises in a vast array of sectors. Our goal is to always have the value we provide to our clients and candidates be recognized as unprecedented.”

**TSI** *Group Inc.*

# Your **Executive** Search Partner

Scalable and Unique Hiring Solutions

Innovative AI Assessment Tools

Comprehensive Client Relationships

**34+**

Years in Business

**50+**

Cities Serviced Throughout North America

**3400+**

Successful Placements

We'll Build Your **Winning**  
**Leadership Team**

**TSI**

Building Relationships, Securing Success **Since 1990**

[tsigroup.com](http://tsigroup.com) | [pamela@tsigroup.com](mailto:pamela@tsigroup.com)

Pamela Ruebusch, CEO | 905.629.3701 ext.223



Location 131 Kings Hwy E Haddonfield, NJ <a href="http://www.turnkeyzrg.com/">www.turnkeyzrg.com/</a> (856) 685-1450 <a href="http://www.linkedin.com/company/turnkeyzrg">www.linkedin.com/company/turnkeyzrg</a>	Leading Principals
Year Established 1996	Estimated Revenue
Number of Recruiters	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration <b>Global</b>
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus <b>Executive Search</b>	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Information Security Officer/Cybersecurity
Areas of Service <b>Executive Search</b> Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Interim/Contingent Search Leadership Consulting/Development	Recently Completed Assignments

Firm Overview

With over 1500 placements in sports, sports media/tech, music, entertainment & leisure. We are recruiters with deep practitioner experience and more functional specialization than any other firm. In 2021 we became TurnkeyZRG, after being acquired by ZRG, creating the 9th largest firm worldwide.



<p>Location 5425 Discovery Park Blvd, Suite 201 Williamsburg, VA www.tyges.com (757) 345-2494 www.linkedin.com/company/tyges</p>	<p>Leading Principals Tim Saumier, President and Managing Partner; Matt Dionne, Managing Partner</p>				
<p>Year Established 2002</p>	<p>Estimated Revenue \$10m</p>				
<p>Number of Recruiters 30</p>	<p>Number of Offices 2</p>				
<p>Lowest Salary Handled, Average Salary Handled (\$80,000, \$200,000)</p>	<p>Geographical Concentration National</p>				
<p>Professional Memberships</p>	<p>Fee Procedure Retainer / engaged</p>				
<p>Off-Limits Policy 12 months</p>	<p>Average Time to Completion on Assignments 50 days</p>				
<p>Industry Focus</p> <table border="0"> <tr> <td data-bbox="50 1052 370 1171"> <p>Aerospace &amp; Defense Semiconductors Food Processing Equipment HVAC-R Industrial Manufacturing</p> </td> <td data-bbox="386 1052 800 1171"> <p>Industrial Process Equipment Test &amp; Measurement Building Automation Electronics &amp; Connectivity Applied Behavior Analysis.</p> </td> </tr> </table>	<p>Aerospace &amp; Defense Semiconductors Food Processing Equipment HVAC-R Industrial Manufacturing</p>	<p>Industrial Process Equipment Test &amp; Measurement Building Automation Electronics &amp; Connectivity Applied Behavior Analysis.</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td data-bbox="829 1052 1117 1171"> <p>All Functions Operations Leadership Supply Chain Leadership Sales Leadership Marketing Leadership</p> </td> <td data-bbox="1133 1052 1563 1121"> <p>Produce Development Leadership Continuous Improvement Leadership Board Certified Behavior Analysts.</p> </td> </tr> </table>	<p>All Functions Operations Leadership Supply Chain Leadership Sales Leadership Marketing Leadership</p>	<p>Produce Development Leadership Continuous Improvement Leadership Board Certified Behavior Analysts.</p>
<p>Aerospace &amp; Defense Semiconductors Food Processing Equipment HVAC-R Industrial Manufacturing</p>	<p>Industrial Process Equipment Test &amp; Measurement Building Automation Electronics &amp; Connectivity Applied Behavior Analysis.</p>				
<p>All Functions Operations Leadership Supply Chain Leadership Sales Leadership Marketing Leadership</p>	<p>Produce Development Leadership Continuous Improvement Leadership Board Certified Behavior Analysts.</p>				
<p>Areas of Service Executive Search</p>	<p>Recently Completed Assignments C suite (CEO, COO, CFO); President; Vice President (human resources, operations, engineering, marketing, sales, lean, supply chain); General Manager Director (human resources, operations, engineering, marketing, sales, lean, supply chain); Manager (human resources, operations, engineering, marketing, sales, lean, supply chain); Board Certified Behavior Analyst, Clinic Director</p>				

Firm Overview

TYGES is an executive and professional search firm placing leaders at all levels. We make our biggest impacts on manufacturing organizations and applied behavior analysis (ABA) providers. We are guided by our core values: integrity, respect, accountability, determination, and courage, along with our proven process, THE TYGES WAY, which will bring you the top talent to help grow or top-grade your organization. When you entrust your talent search to us, you are forming a partnership that we take seriously. We are confident that working with TYGES will be an exceptional experience.





# TYGES®

***“We’re here to make good things happen for other people.”***

TYGES is an executive and professional search firm placing leaders at all levels. TYGES makes its biggest impact on manufacturing organizations and applied behavioral analysis (ABA) providers. TYGES’ proven process The TYGES Way brings clients the top talent to help grow or top grade an organization.

**CONTACT INFORMATION | Call: (757) 345-2494 | Toll Free: (855) TYGES-77**  
<https://tyges.com/>



<p>Location</p> <p>3737 Buffalo Speedway, Suite 500 Houston, TX www.vanderbloemen.com/ (713) 300-9665 www.linkedin.com/company/vanderbloemen-search-group/</p>	<p>Leading Principals</p>
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>1</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>Global</b></p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Non Profit Values Based Businesses Church Christian Education</p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p>Executive Search Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Succession Planning</p>	<p>Recently Completed Assignments</p>

Firm Overview

Vanderbloemen knows that an incomplete team can disrupt your mission. That's why they provide resources and consultations for executive search, hiring, compensation, succession, and culture. Whether you are a church, school, nonprofit, or values-based business, Vanderbloemen has the tools you need to equip your team and get back to your mission.



<b>Location</b> 390 Amwell Rd Hillsborough Township, NJ 08844 <a href="http://www.vantedgesearch.com">www.vantedgesearch.com</a> (908) 854-0425 <a href="http://www.linkedin.com/company/vantedgesearch">www.linkedin.com/company/vantedgesearch</a>	<b>Leading Principals</b> Rajesh Khanna, President; Sandeep Mitra, Director; Ian Roots
<b>Year Established</b> 2021	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 7	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b>	<b>Fee Procedure</b>
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b>
<b>Industry Focus</b> Technology, Media & Communications Professional IT Services Banking & Financial Services Insurance Consumer Markets Industrial Healthcare/Life Sciences	<b>Functional Expertise</b> Digital, Analytics & E-Commerce Information Technology Sales and Marketing Human Resources Finance, Accounting & Risk Procurement & Supply Chain
<b>Areas of Service</b> Executive Search Interim and Fractional Leadership Hiring Diversity Recruitment Executive Coaching Services	<b>Recently Completed Assignments</b>

Firm Overview

Vantedge Search is co-founded by industry practitioners with 50+ years of industry experience in meeting client needs in Executive Search, Consulting, and Talent Advisory. We have a team of domain specialist Search Consultants, Research Analysts, and Sourcing Experts across the US, Canada, UK, and India.

We work closely with senior leaders and client organizations to develop and implement comprehensive sustainable D&I strategies that enable them to acquire and develop diverse leaders. We help identify challenges, recommend the right best talent, and determine strategies and focus areas for improvement.

# VELL

<p>Location</p> <p>185 Devonshire Street, Unit 200 Boston, MA www.vell.com (617) 530-1260 www.linkedin.com/company/vell-executive-search/</p>	<p>Leading Principals</p> <p>Dora Vell, Managing Partner</p>																		
<p>Year Established</p> <p>2005</p>	<p>Estimated Revenue</p> <p>\$2m</p>																		
<p>Number of Recruiters</p> <p>5</p>	<p>Number of Offices</p> <p>2</p>																		
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$250,000 base salary + 30-50% bonus + equity, \$350,000 + 30-50% bonus + equity)</p>	<p>Geographical Concentration</p> <p>United States and Canada</p>																		
<p>Professional Memberships</p> <p>NACD</p>	<p>Fee Procedure</p> <p>33.3% of total cash comp</p>																		
<p>Off-Limits Policy</p> <p>Direct reports to the recruiting executive. More flexible for smaller companies. We never recruit our placements, unless explicitly permitted by client.</p>	<p>Average Time to Completion on Assignments</p> <p>3 months</p>																		
<p>Industry Focus</p> <p>Technology</p>	<p>Functional Expertise</p> <table> <tr> <td>Board Member</td> <td>Head of Sales</td> </tr> <tr> <td>Chairperson</td> <td>Head of Marketing</td> </tr> <tr> <td>Lead Director</td> <td>CPO</td> </tr> <tr> <td>Head of Audit Committee</td> <td>Head of Product Management</td> </tr> <tr> <td>CEO</td> <td>CTO</td> </tr> <tr> <td>President</td> <td>Engineering</td> </tr> <tr> <td>COO</td> <td>CIO</td> </tr> <tr> <td>CMO</td> <td>Head of Customer Success</td> </tr> <tr> <td>CRO</td> <td></td> </tr> </table>	Board Member	Head of Sales	Chairperson	Head of Marketing	Lead Director	CPO	Head of Audit Committee	Head of Product Management	CEO	CTO	President	Engineering	COO	CIO	CMO	Head of Customer Success	CRO	
Board Member	Head of Sales																		
Chairperson	Head of Marketing																		
Lead Director	CPO																		
Head of Audit Committee	Head of Product Management																		
CEO	CTO																		
President	Engineering																		
COO	CIO																		
CMO	Head of Customer Success																		
CRO																			
<p>Areas of Service</p> <p>Executive Search Board Services</p>	<p>Recently Completed Assignments</p> <p>Board member, Vendata; CFO, Vendasta; Chairperson, Synthace; Bold Commerce CEO (also CTO and CRO and others); Vertex CTO; Bera CPO</p>																		

## Firm Overview

Founded in 2005, Vell Executive Search specializes in recruiting technology executives on executive teams and on boards. We are a team of retained search veterans with decades of proven experience in larger search firms and boutique search firms. Functional roles include: > Board Members/Chairs/Lead Directors > CEOs/COOs and General Managers > Chief Financial Officers > Sales, Marketing and Product Management Executives > CTOs, CIOs, CISOs and Engineering Executives

# Vetted Solutions

A PASSION FOR PURPOSE

<p>Location</p> <p>1455 Pennsylvania Avenue NW, Suite 400 Washington, DC www.vettedolutions.com (202) 544-4759 www.linkedin.com/company/vetted-solutions-llc/</p>	<p>Leading Principals</p> <p>James Zaniello, President; Catherine Brown, Vice President; Leslie Stokes, Vice President; July Walker, Vice President; Norris Orms, Vice President</p>												
<p>Year Established</p> <p>2010</p>	<p>Estimated Revenue</p> <p>\$2.5m</p>												
<p>Number of Recruiters</p> <p>12</p>	<p>Number of Offices</p> <p>3</p>												
<p>Lowest Salary Handled, Average Salary Handled (\$200,000, \$275,000)</p>	<p>Geographical Concentration</p> <p>National</p>												
<p>Professional Memberships</p> <p>AESC, ASAE</p>	<p>Fee Procedure</p> <p>25% at signing, 30 days later, 60 days later and at completion</p>												
<p>Off-Limits Policy</p> <p>12 months</p>	<p>Average Time to Completion on Assignments</p> <p>8-10 weeks</p>												
<p>Industry Focus</p> <p>Healthcare HR/Diversity Non Profit</p>	<p>Functional Expertise</p> <table border="0"> <tr> <td>All Functions</td> <td>Diversity, Equity &amp; Inclusion (DE+I)</td> </tr> <tr> <td>C Suite/President/Managing Partner</td> <td>Chief Information Security Officer/ Cybersecurity</td> </tr> <tr> <td>Vice President</td> <td>Marketing</td> </tr> <tr> <td>Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer</td> <td>Sales</td> </tr> <tr> <td>Legal/Compliance</td> <td>Finance</td> </tr> <tr> <td>Human Resources</td> <td>Regulatory &amp; Safety</td> </tr> </table>	All Functions	Diversity, Equity & Inclusion (DE+I)	C Suite/President/Managing Partner	Chief Information Security Officer/ Cybersecurity	Vice President	Marketing	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Sales	Legal/Compliance	Finance	Human Resources	Regulatory & Safety
All Functions	Diversity, Equity & Inclusion (DE+I)												
C Suite/President/Managing Partner	Chief Information Security Officer/ Cybersecurity												
Vice President	Marketing												
Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	Sales												
Legal/Compliance	Finance												
Human Resources	Regulatory & Safety												
<p>Areas of Service</p> <p>Executive Search Succession Planning Onboarding</p>	<p>Recently Completed Assignments</p> <p>National Fallen Fire Fighters Foundation CEO; Elizabeth Dole Foundation COO; Disability Rights Advocates CEO; American Occupational Therapy Association Interim CEO; American Academy of Pain Medicine Interim CEO</p>												

## Firm Overview

We help purpose-driven organizations recruit, retain, and cultivate Board, CEO and C-Suite talent from offices in Los Angeles, Chicago, IL and Washington, D.C.

# VLAAD AND COMPANY

<b>Location</b> 1940-100 Wellington St. W, M5K 1G8 Toronto, ON <a href="http://www.vlaadco.com/">www.vlaadco.com/</a> (647) 426-3895 <a href="http://www.linkedin.com/company/vlaad-and-company">www.linkedin.com/company/vlaad-and-company</a>	<b>Leading Principals</b> Bill Vlaad, CEO & Managing Partner; Mark Stipe, Partner, President; Jean-Pierre Interlino, Partner, Montreal and Eastern Canada
<b>Year Established</b> 2007	<b>Estimated Revenue</b> \$5m
<b>Number of Recruiters</b> 8	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b>	<b>Geographical Concentration</b> <b>National</b>
<b>Professional Memberships</b> WCM, CVCA	<b>Fee Procedure</b> <b>Retained</b>
<b>Off-Limits Policy</b> Current clients/candidates and existing relationships	<b>Average Time to Completion on Assignments</b> <b>8 weeks</b>
<b>Industry Focus</b> Financial Services Professional Services	<b>Functional Expertise</b> All Functions C-suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity Chief Financial Officer
<b>Areas of Service</b> Finance Executive Search Diversity, Equity, and Inclusion Board Services Team Recruitment	<b>Recently Completed Assignments</b>

## Firm Overview

Vlaad and Company has over 15 years of experience with executive financial recruitment and career transition in Canada. We connect organizations with exceptional financial talent across the seniority spectrum from recent graduates to the C-suite. We attract and engage talent across investment and corporate banking and capital markets through direct investment, asset/wealth management, and corporate development.

<b>Location</b> 201 Portage Avenue, 18th Floor Winnipeg, MB R3B 3K6 <a href="http://www.waterfordglobal.com">www.waterfordglobal.com</a> <a href="https://ca.linkedin.com/company/waterford-global-inc">ca.linkedin.com/company/waterford-global-inc</a>	<b>Leading Principals</b> Karen Swystun, Chief Executive Officer; Fred Loewen, Chief Operating Officer		
<b>Year Established</b> 2006	<b>Estimated Revenue</b>		
<b>Number of Recruiters</b> 10	<b>Number of Offices</b>		
<b>Lowest Salary Handled, Average Salary Handled</b> (\$70,000, \$190,000)	<b>Geographical Concentration</b> Global		
<b>Professional Memberships</b> Canadian College of Health Leaders	<b>Fee Procedure</b> Percentage of base salary plus, if applicable, signing bonus		
<b>Off-Limits Policy</b> We follow strict off-limits guidelines that preclude us from recruiting out of client organizations for the duration of our client relationship.	<b>Average Time to Completion on Assignments</b> 12-15 weeks		
<b>Industry Focus</b> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;">                     Manufacturing and Retail                      Industrial                      Agriculture                      Healthcare                      Life Sciences                      Private Equity                      Consumer Goods and Services                      Supply Chain and Logistics                 </td> <td style="width: 50%; vertical-align: top;">                     Mining, Energy, and Natural Resources                      Cleantech/Sustainability                      Professional and Financial Services                      Legal/Compliance                      Government                      Technology                      HR/Diversity                      Non Profit                 </td> </tr> </table>	Manufacturing and Retail Industrial Agriculture Healthcare Life Sciences Private Equity Consumer Goods and Services Supply Chain and Logistics	Mining, Energy, and Natural Resources Cleantech/Sustainability Professional and Financial Services Legal/Compliance Government Technology HR/Diversity Non Profit	<b>Functional Expertise</b> All Functions
Manufacturing and Retail Industrial Agriculture Healthcare Life Sciences Private Equity Consumer Goods and Services Supply Chain and Logistics	Mining, Energy, and Natural Resources Cleantech/Sustainability Professional and Financial Services Legal/Compliance Government Technology HR/Diversity Non Profit		
<b>Areas of Service</b> Executive Search Succession Planning Board Services	<b>Recently Completed Assignments</b> Leading Window and Door Manufacturer - CEO; Canadian Healthcare Organization - Radiation Oncologist; International Furniture Manufacturer - GM Canada; International Packaging Manufacturer - Business Unit President; Tier 1 Automotive Parts Manufacturer - Business Unit Vice-President; Global Outdoor Wear Company - CFO; Media Company - CEO, and CFO		

Firm Overview

Waterford Global Inc. is a top-tier international executive search firm specialized in helping our clients build exceptional teams through the acquisition of equally exceptional talent. Clients retain our firm as a strategic partner and advisor in the recruitment of executive-level leaders and mid-to-senior level managerial, technical, and scientific talent. Working with a diverse client portfolio of domestic and international organizations, we contribute to their success in mature and emerging markets. With over 45 years of combined experience between our firm's two Founding Partners, Karen Swystun and Fred Loewen, Waterford Global Inc. is a long-standing provider-of-choice to private- and public-sector clients in such key industry verticals as agribusiness, manufacturing, healthcare, private equity, professional and financial services, mining, energy & natural resources, construction & infrastructure, cleantech, and technology. Our geographical footprint includes satellite offices across Canada and globally, from which we regularly deliver our customized, high-touch, and high-value search and recruitment services.

# Navigating the path ahead.

Providing sustainable leadership for long-term success.

Custom search and recruitment services



Strong research capabilities and candidate network



Extensive coverage of Canada and North America

**Waterford**  
Global Inc 

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[www.waterfordglobal.com](http://www.waterfordglobal.com)





<p>Location</p> <p><b>Tampa, FL</b>  <a href="http://www.wilsonhcg.com">www.wilsonhcg.com</a>  (813) 600-4303  <a href="http://www.linkedin.com/company/wilsonhcg/mycompany">www.linkedin.com/company/wilsonhcg/mycompany</a></p>	<p>Leading Principals</p> <p>John Wilson, CEO; Kim Pope, COO; Ken Bowles, CFO;  Phil Brakewell, VP, Executive Search;  Craig Sweeney, EVP, Global Strategic Talent Solutions</p>														
<p>Year Established</p> <p><b>2002</b></p>	<p>Estimated Revenue</p>														
<p>Number of Recruiters</p> <p><b>50</b></p>	<p>Number of Offices</p> <p><b>20</b></p>														
<p>Lowest Salary Handled, Average Salary Handled</p> <p><b>(\$150,000, \$275,000)</b></p>	<p>Geographical Concentration</p> <p><b>Global</b></p>														
<p>Professional Memberships</p> <p>WilsonHCG is proud to have exclusive membership access to some of the world's leading business analyst firms, such as NelsonHall, Bersin by Deloitte, Everest Group, HfS Research, Brandon Hall, Staffing Industry Analysts (SIA), Chartered Institute of Personnel and Development (CIPD) and Information Services Group (ISG). By leveraging their research, we can provide our clients with valuable insights into talent trends, inform business decision-making, and proactively prepare them for market changes.</p>	<p>Fee Procedure</p> <p><b>33.3%, 33.3% shortlist and 33.3% placement</b></p>														
<p>Off-Limits Policy</p> <p><b>12 months</b></p>	<p>Average Time to Completion on Assignments</p> <p><b>Under 90 days</b></p>														
<p>Industry Focus</p> <table border="0"> <tr> <td>Academia/Higher Education</td> <td>Industrial</td> </tr> <tr> <td>Consumer Goods &amp; Services</td> <td>Life Sciences</td> </tr> <tr> <td>Cleantech/Sustainability</td> <td>Legal/Compliance</td> </tr> <tr> <td>Financial Services</td> <td>Non Profit</td> </tr> <tr> <td>Government</td> <td>Professional Services</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>HR/Diversity</td> <td>Technology</td> </tr> </table>	Academia/Higher Education	Industrial	Consumer Goods & Services	Life Sciences	Cleantech/Sustainability	Legal/Compliance	Financial Services	Non Profit	Government	Professional Services	Healthcare	Sports, Media & Entertainment	HR/Diversity	Technology	<p>Functional Expertise</p> <p>Associate to CEO level Search Talent  Associate to Partner level Talent</p>
Academia/Higher Education	Industrial														
Consumer Goods & Services	Life Sciences														
Cleantech/Sustainability	Legal/Compliance														
Financial Services	Non Profit														
Government	Professional Services														
Healthcare	Sports, Media & Entertainment														
HR/Diversity	Technology														
<p>Areas of Service</p> <table border="0"> <tr> <td>Executive Search</td> <td>Leadership Consulting/</td> </tr> <tr> <td>Succession Planning</td> <td>Development</td> </tr> <tr> <td>Culture Advisory/Culture Shaping</td> <td>Onboarding</td> </tr> <tr> <td>Diversity, Equity + Inclusion</td> <td>Succession Planning</td> </tr> <tr> <td>Outplacement</td> <td></td> </tr> <tr> <td>Interim/Contingent Search</td> <td></td> </tr> </table>	Executive Search	Leadership Consulting/	Succession Planning	Development	Culture Advisory/Culture Shaping	Onboarding	Diversity, Equity + Inclusion	Succession Planning	Outplacement		Interim/Contingent Search		<p>Recently Completed Assignments</p> <p>CMO – Professional Services; Managing Director Canada– Financial Services; Managing Director – Malaysia – Financial Services; Director FP&amp;A – Industrial/ Manufacturing, Fortune 500; VP of HR – Supply Chain &amp; Logistics, Fortune 500 Finance; Director – HealthTech; Director Digital - Industrial/Manufacturing, Fortune 500</p>		
Executive Search	Leadership Consulting/														
Succession Planning	Development														
Culture Advisory/Culture Shaping	Onboarding														
Diversity, Equity + Inclusion	Succession Planning														
Outplacement															
Interim/Contingent Search															

Firm Overview

WilsonHCG's executive search practice executes global searches for clients across a variety of industries including those in software and SaaS, fast-moving consumer goods (FMCG), consumer packaged goods (CPG), industrial manufacturing, airlines, automotive, telecommunications, robotics, life sciences (medtech, biotech and pharmaceuticals), healthcare and supply chain logistics. The team consistently maintains a diversity hire rate of more than 60%. It has made more than 100 placements for a single Fortune 500 leading industrial manufacturer across finance, HR, sales, IT, corporate strategy and services. And WilsonHCG's executive search outsourcing solution delivers organizational buildouts, such as finance and IT leadership teams, for various companies going through organizational change including spin-offs, divestments, M&A, digital transformation, etc.

# Find high-quality **executive talent** to drive your business forward.

In today's market, innovation is key to success. You need executives with the skills to impact bottom line. Partner with WilsonHCG for your next critical executive search.

- Retained Executive Search
- Market Intelligence
- Project Search Solutions
- Interim Executives

[Learn more](#)

# WittKieffer

<p>Location</p> <p>2015 Spring Road, Suite 510 Oak Brook, IL www.wittkieffer.com/ (888) 281-1370 www.linkedin.com/company/wittkieffer</p>	<p>Leading Principals</p> <p>Andrew Chastain, President and Chief Executive Officer; Michael Castleman, Chief Business Officer; Executive Partner, Global Life Sciences &amp; Investor Backed Healthcare; Donna Padilla, Executive Partner, Healthcare; Kimberly Smith, Executive Partner, Academic Medicine; Zachary Smith, PhD, Executive Partner, Education</p>
<p>Year Established</p> <p>1969</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>120</p>	<p>Number of Offices</p> <p>10</p>
<p>Lowest Salary Handled, Average Salary Handled</p>	<p>Geographical Concentration</p> <p><b>Global</b></p>
<p>Professional Memberships</p> <p>AESC</p>	<p>Fee Procedure</p>
<p>Off-Limits Policy</p>	<p>Average Time to Completion on Assignments</p>
<p>Industry Focus</p> <p>Academia/Higher Education      Legal/Compliance Healthcare                              Non Profit HR/Diversity                            Technology Life Sciences</p>	<p>Functional Expertise</p> <p><b>All Functions</b></p>
<p>Areas of Service</p> <p>Executive Search                      Interim/Contingent Search Succession Planning                Leadership Consulting/ Culture Advisory/Culture Shaping    Development Diversity, Equity + Inclusion            Onboarding Board Services                          Succession Planning Executive Coaching</p>	<p>Recently Completed Assignments</p>

## Firm Overview

WittKieffer is the premier executive search and leadership advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively with organizations in healthcare, science and education—the Quality of Life Ecosystem—and provide the essential knowledge, analysis and perspective that produce effective leaders and inclusive cultures. Through our executive search, interim leadership and leadership advisory solutions, we strengthen organizations that make the world better. WittKieffer is proud to be 100 percent employee-owned. Visit [wittkieffer.com](http://wittkieffer.com) to learn more.



<b>Location</b> Philadelphia, PA 19147 wolfsearchsolutions.com www.linkedin.com/in/lisawolfsearch	<b>Leading Principals</b> Lisa A. Wolf, President & CEO
<b>Year Established</b> 2003	<b>Estimated Revenue</b>
<b>Number of Recruiters</b> 13	<b>Number of Offices</b> 2
<b>Lowest Salary Handled, Average Salary Handled</b> (\$250,000, \$350,000)	<b>Geographical Concentration</b> National
<b>Professional Memberships</b> SHRM, IFMA, NextUp, WFF	<b>Fee Procedure</b> Retained
<b>Off-Limits Policy</b>	<b>Average Time to Completion on Assignments</b> 65 days
<b>Industry Focus</b> Consumer Goods & Services      CPG Ingredient                              Hospitality Foodservice	<b>Functional Expertise</b>
<b>Areas of Service</b> Executive Search Board Services	<b>Recently Completed Assignments</b> Chief Financial Officer, Hain Celestial; President, Randall Foods (Highview Capital Partners); President of Mexico, Wild Fork Foods (JBS parent)

Firm Overview

We bring 30 years of food and beverage industry executive recruiting experience, passion and results to our clients and candidates. We are masters at solving high stakes hiring challenges and establishing meaningful relationships along the way. Wolf excels at building trust with our candidates and clients, providing superior candidate care at every step and avoiding unnecessary surprises. No guess work or stacking the deck. Just pure results. It's imperative to get it right the first time. At Wolf, our work and drive for results is personal. As a boutique executive search firm, we are obsessed with delivering maximum value, service and long-term success for our clients and candidates.



## Food Industry Recruiting Experts

We bring 30 years of food industry executive recruiting experience, passion and results to our clients and candidates. We are masters at solving high stakes hiring challenges and are obsessed with delivering maximum value, service and long-term success for our clients and candidates. At Wolf, every search is unique and deserves a mission-critical approach. No guess work or stacking the deck. Just pure results. We get it right the first time.



### Expertise:

- **Level: Senior to C-Level**
- **Channels: CPG, Foodservice and Ingredient**
- **Client Types: Private Equity, Publicly Traded, Start-Up, Privately Held**

## Masters of Efficiency & Diversity

**65**

Average search  
cycle time of 65  
days

**27**

Average candidate  
slate introduction  
in 27 days

**4:1**

Average candidate  
introduction to hire  
ratio

**62%**

Average diversity  
candidate slate  
delivery

**Boutique Search Firm Relentlessly Focused on Relationships and Results**

[www.wolfsearchsolutions.com](http://www.wolfsearchsolutions.com)

**215-666-0676**



<b>Location</b> Mt. Kisco, NY www.workandpartners.com (914) 328-2100 www.linkedin.com/in/alanjwork/	<b>Leading Principals</b> Alan J. Work, President; Cindy E. Mirchin, CEO; Victoria Jacobson, Director of Operations
<b>Year Established</b> 2002	<b>Estimated Revenue</b> \$1.5m
<b>Number of Recruiters</b> 3	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$250,000, \$500,000)	<b>Geographical Concentration</b> Global
<b>Professional Memberships</b>	<b>Fee Procedure</b> 30% of the total compensation package
<b>Off-Limits Policy</b> 1 year after relationship changes	<b>Average Time to Completion on Assignments</b> 75 days
<b>Industry Focus</b> Financial Services                      Technology Healthcare                                      FinTech Professional Services	<b>Functional Expertise</b> All Functions
<b>Areas of Service</b> Executive Search Diversity, Equity + Inclusion Executive Coaching	<b>Recently Completed Assignments</b> Chief Claims Officer AIG Japan; Chief Financial Officer; Chief Product Officer and Chief Technology Office for Toppan Merrill Office; Managing Vice President for Pariveda Solutions; VP of Sales, Banking and Financial Services for Cognizant; Vice President of Customer Success for Socure

Firm Overview

Work&Partners LLC is a retained executive search firm serving the country's top management and technology consulting organizations, hi-tech firms and corporations. Combined with a strong focus and a proven record of success in the demanding M&A Due Diligence, TAS and Corporate Finance consulting world, We deliver...Results @ Work®

# WORTH

<p>Location</p> <p>New York, NY  <a href="http://www.worthsearch.com/">www.worthsearch.com/</a>  <a href="https://www.linkedin.com/company/worth-search/">www.linkedin.com/company/worth-search/</a></p>	<p>Leading Principals</p> <p>Nolan Greenberg, Founder &amp; CEO</p>
<p>Year Established</p> <p>2019</p>	<p>Estimated Revenue</p>
<p>Number of Recruiters</p> <p>7</p>	<p>Number of Offices</p> <p>Remote</p>
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$140,000, \$200,000)</p>	<p>Geographical Concentration</p> <p>National</p>
<p>Professional Memberships</p>	<p>Fee Procedure</p> <p>Fee details provided upon request, models offered are Retained, Container, Contingency</p>
<p>Off-Limits Policy</p> <p>Worth does not recruit from any client with whom we have a signed contract</p>	<p>Average Time to Completion on Assignments</p> <p>60 days</p>
<p>Industry Focus</p> <p>Technology  Financial Services  Legal/Compliance</p>	<p>Functional Expertise</p>
<p>Areas of Service</p> <p>Executive Search  Contingent Search  Container Search</p>	<p>Recently Completed Assignments</p> <p>CTO - Series C SaaS Startup; CTO - Series A EdTech Startup; VP of Engineering - Series B Fintech Startup; Head of Data Science - Series B Mental Health Startup; Staff Software Engineer - Series D HealthTech Startup; Software Engineer - Top High Frequency Trading Firm Staff; Software Engineer - Top 10 Hedge Fund by AUM; Senior Director - Market Operations - Publicly Traded Company</p>

## Firm Overview

Worth Search is a tech-focused recruiting firm based in New York City representing a diverse set of startups and financial firms that vary in size, stage, and scale. Worth also recruits for a diverse set of law firms ranging from 50 attorneys to some of the nations largest and most well known firms. Worth Search prides itself on a relationship-driven approach to recruiting top talent, the most up-to-date understanding of the candidate market, and a deep network of elite candidates across all functional areas.



<b>Location</b> 250 Fillmore Street, Suite 150 Denver, CO <a href="http://www.z3talent.com">www.z3talent.com</a> (303) 801-1771 <a href="https://www.linkedin.com/company/z3talent">https://www.linkedin.com/company/z3talent</a>	<b>Leading Principals</b> Steven Ziegler, Founder & Managing Partner
<b>Year Established</b> 1998	<b>Estimated Revenue</b> \$1.5m
<b>Number of Recruiters</b> 6	<b>Number of Offices</b> 1
<b>Lowest Salary Handled, Average Salary Handled</b> (\$150,000, \$195,000)	<b>Geographical Concentration</b> Regional
<b>Professional Memberships</b> Denver Metro Chamber of Commerce	<b>Fee Procedure</b> 33.30%
<b>Off-Limits Policy</b> 5 years	<b>Average Time to Completion on Assignments</b> 85-100 days
<b>Industry Focus</b> Consumer Goods & Services      Technology Industrial                              Private Equity Non Profit                                Construction Professional Services                Manufacturing	<b>Functional Expertise</b> Director to C-Suite level including finance, HR, engineering, sales & marketing, operations, executive
<b>Areas of Service</b> Executive Search Culture Advisory/Culture Shaping Board Services Executive Coaching	<b>Recently Completed Assignments</b> COO for Boys & Girls Clubs Metro Denver; CFO for Horizon Ag-Products; CFO of AspenRidge; CMO for YMCA Metro Denver; COO for CareNational; CEO for Tennyson Center; CFO for Collective Goods; CEO for CPCQC; VP HR Denver Metro Chamber

Firm Overview

Z3Talent is the nation's leading retained executive search firm for entrepreneurs, family-owned businesses, and private equity-backed companies. We help growing businesses that are looking for a transformational shift, identify and recruit exceptional talent.





<p>Location</p> <p>ZRG Partners Rochelle Park, NJ www.zrgpartners.com/ www.linkedin.com/company/316077/admin/</p>	<p>Leading Principals</p> <p>Larry Hartmann, CEO; Andrew Nathanson, President &amp; CFO; Cindy Caruso Aquilla, CHRO; Nate Frank, President, Executive Search</p>																
<p>Year Established</p> <p>1999</p>	<p>Estimated Revenue</p> <p>\$250m</p>																
<p>Number of Recruiters</p> <p>47</p>	<p>Number of Offices</p> <p>32</p>																
<p>Lowest Salary Handled, Average Salary Handled</p> <p>(\$90,000, \$250,000)</p>	<p>Geographical Concentration</p> <p>Global</p>																
<p>Professional Memberships</p>	<p>Fee Procedure</p>																
<p>Off-Limits Policy</p> <p>Negotiable per client, but follow industry standards</p>	<p>Average Time to Completion on Assignments</p> <p>Executive Search: 80-100 days Other: Varies on assignment</p>																
<p>Industry Focus</p> <table border="0"> <tr> <td>Consumer &amp; Retail</td> <td>Professional &amp; Technology Services</td> </tr> <tr> <td>Education</td> <td>Real Estate</td> </tr> <tr> <td>Financial Services</td> <td>Social Impact</td> </tr> <tr> <td>Healthcare</td> <td>Sports, Media &amp; Entertainment</td> </tr> <tr> <td>Industrial</td> <td>Technology</td> </tr> <tr> <td>Life Sciences</td> <td>TV/Film/Digital Entertainment</td> </tr> <tr> <td>Nonprofit</td> <td></td> </tr> <tr> <td>Private Equity</td> <td></td> </tr> </table>	Consumer & Retail	Professional & Technology Services	Education	Real Estate	Financial Services	Social Impact	Healthcare	Sports, Media & Entertainment	Industrial	Technology	Life Sciences	TV/Film/Digital Entertainment	Nonprofit		Private Equity		<p>Functional Expertise</p> <p>All Functions C Suite/President/Managing Partner Vice President</p>
Consumer & Retail	Professional & Technology Services																
Education	Real Estate																
Financial Services	Social Impact																
Healthcare	Sports, Media & Entertainment																
Industrial	Technology																
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Private Equity																	
<p>Areas of Service</p> <p>Executive Search Succession Planning Consulting Solutions – Culture Transformation/ Leadership Alignment Strategy/ Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Onboarding Succession Planning Interim Solutions Embedded Recruiting</p>	<p>Recently Completed Assignments</p>																

Firm Overview

For over 20 years, ZRG's data-driven, tech-enabled approach to talent solutions has been changing how clients think about Human Capital. ZRG is now one of the fastest-growing global talent management firms. We provide full-spectrum solutions for executive leadership, strategy and transformation, culture consulting, and on-demand talent needs.