

Hunt Scanlon | Media
Leadership Intelligence

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

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

Sponsored by

DIVERSIFIED SEARCHGROUP

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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.

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FOREWORD

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

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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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 and Chair
Diversified Search Group

EXECUTIVE SUMMARY

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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 **Kinsley 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** and **NuBrick Partners**. "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.

20/20 FORESIGHT
EXECUTIVE SEARCH

Location 333 W. Wacker Drive, Suite 2075, Chicago, IL www.2020-4.com (312) 535-0075 www.linkedin.com/company/20-20-foresight/	Leading Principals Bob Cavoto, Co-Chairman & Chief Executive Officer; Stephanie Cook, Co-Chairman & Chief Administrative Officer; Robert Peck, President; Reid Behrens, Managing Principal
Year Established 1994	Estimated Revenue $27.5m
Number of Recruiters 54	Number of Offices 14
Lowest Salary Handled, Average Salary Handled ($150,000, $300,000)	Geographical Concentration Global
Professional Memberships Urban Land Institute, ICSC, NAIOP, CoroNet	Fee Procedure 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.
Off-Limits Policy We do not recruit from any existing or past clients under any circumstances.	Average Time to Completion on Assignments 45-90 days
Industry Focus Real Estate Financial Services Professional Services	Functional Expertise All functions including: C-Suite Accounting Finance DE&I Marketing Consulting HR Legal Operations Sales Acquisitions Dispositions & Leasing Asset Management Business Development Capital Markets Development & Construction Program/Project Management Property Management
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development Onboarding	Recently Completed Assignments 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)

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

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America's Best Executive Recruiting Firms

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Location 600 Madison Avenue, 11th floor New York, NY 10022 680partners.com (212) 931-5311 www.linkedin.com/company/680partners	Leading Principals Ross Freeman, Managing Director; Ruth Raisman, Managing Director; Monessa Due, Vice President; Monella Due, Research
Year Established 1998	Estimated Revenue
Number of Recruiters 4	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($200000, $250,000 - $1,000,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retained at 30%
Off-Limits Policy We do not recruit out of our Client or Ventures Partners Portfolios	Average Time to Completion on Assignments 60-90 days
Industry Focus Financial Services Professional Services Sports, Media & Entertainment Technology Quant Finance Engineering	Functional Expertise C Suite/President/Managing Partner Vice President Chief Information Security Officer/ Cybersecurity Quant Finance Engineering
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

Firm Overview

680 Partners' outstanding track record of success is driven by our best-in-class client assessment and candidate recruitment process that we have perfected over the past three decades. Our approach has enabled us to place hundreds of senior management teams across a broad range of senior executive positions, including the full C-Suite and VP level positions. Our approach is a holistic one that enables you to focus on your expansion plans, define new executive roles and benchmarks for success, and optimize your senior leadership architecture as you embark on the process of hiring a top candidate to fulfill your recruiting needs. We work tirelessly to connect leading private equity and venture funds and company founders with proven executives who embody perseverance, focus, and insight — all in the service of helping you build companies with a vision.

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A boutique executive search firm helping founders accelerate growth from seed stage to scale up growth equity and beyond.

ACES

ACADEMIC CAREER & EXECUTIVE SEARCH

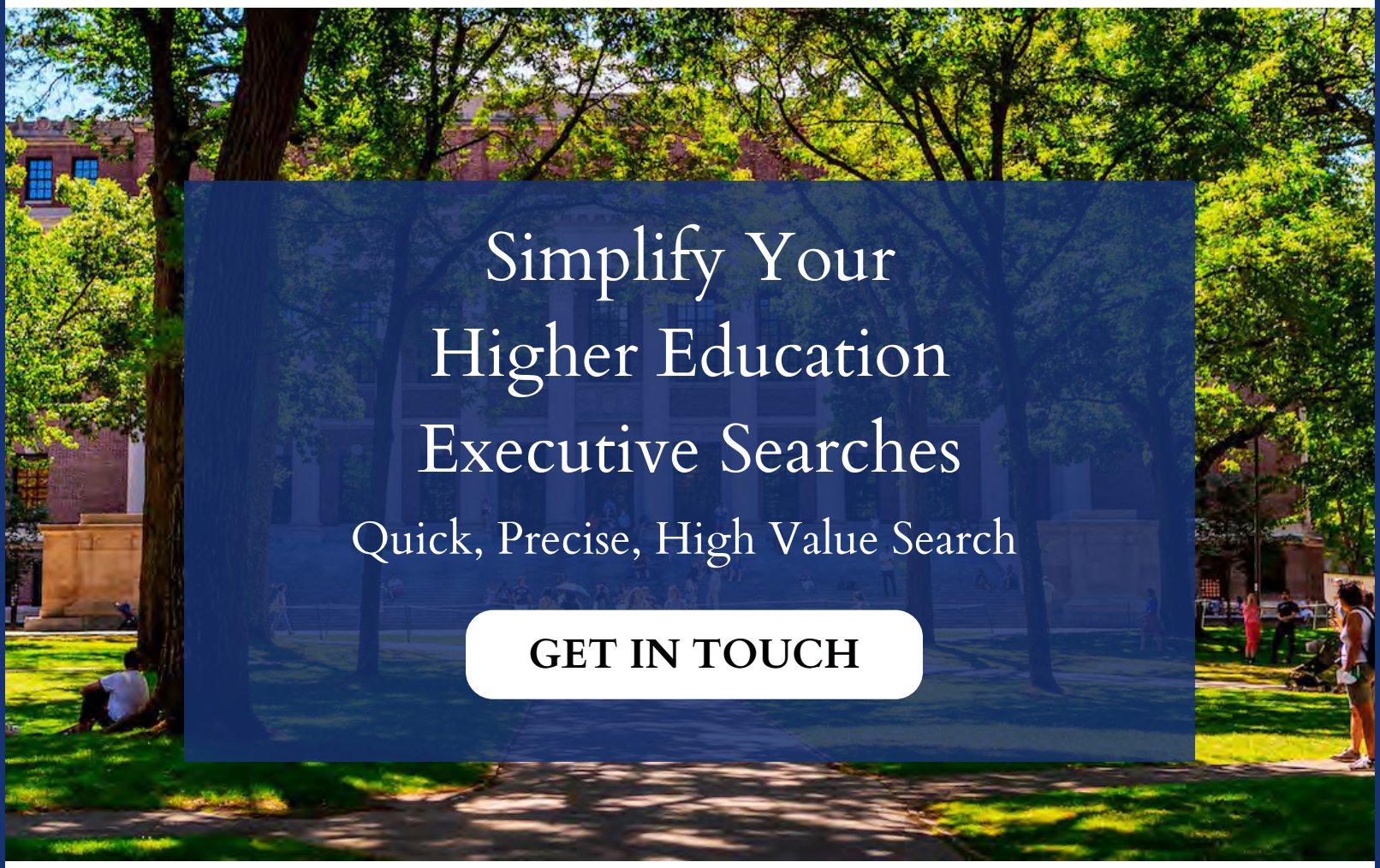
Location West Hartford, CT acesrch.com (860) 740-2600 www.linkedin.com/company/academic-career-executive-search/	Leading Principals Jennifer Muller, Managing Partner
Year Established 2017	Estimated Revenue
Number of Recruiters 14	Number of Offices
Lowest Salary Handled, Average Salary Handled ($100,000, $400,000)	Geographical Concentration National
Professional Memberships CUPA-HR, American Council on Education Executive	Fee Procedure Roundtable
Off-Limits Policy Flat Fee	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education	Functional Expertise All Functions
Areas of Service Executive Search Executive Coaching Interim/Contingent Search	Recently Completed Assignments 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

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



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.

Location 1015 18th Street NW, Suite 510 Washington, D.C. academicsearch.org/ (202) 332-4049 www.linkedin.com/company/academic-search-inc-/	Leading Principals 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
Year Established 1976	Estimated Revenue
Number of Recruiters 46	Number of Offices One
Lowest Salary Handled, Average Salary Handled ($82,500, $1,100,000)	Geographical Concentration National
Professional Memberships AESC, American Council on Education Executive Search Roundtable	Fee Procedure 3 payments over the course of the search
Off-Limits Policy 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.	Average Time to Completion on Assignments 4.5 months
Industry Focus Academia/Higher Education	Functional Expertise C Suite/President/Managing Partner Vice President Diversity, Equity & Inclusion (DE+I) Operations Finance Strategy
Areas of Service Executive Search Diversity, Equity + Inclusion Executive Coaching Onboarding	Recently Completed Assignments

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.

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Location Americas – 1185 Avenue of the Americas, Suite 309, New York, NY, USA EMEA – 15 Stratton Street, London, W1J 8LQ, UK +1 (212) 861-0002 https://www.linkedin.com/company/9488494/admin/feed/posts/	Leading Principals Kevin O'Neill, Co-Founder, Managing Partner, Consumer & Industrial Practices Rick DeRose, Co-Founder, Managing Partner, Technology Practice Guy Barnes, Managing Partner, Professional Services Practice
Year Established 2015	Estimated Revenue $34M
Number of Recruiters 13	Number of Offices 8
Lowest Salary Handled, Average Salary Handled	Geographical Concentration North America, EMEA
Professional Memberships AESC	Fee Procedure We work on an exclusive, retained basis
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Business Services Consumer Healthcare Industrials Infrastructure Private Equity Professional Services Technology	Functional Expertise Board & CEO Financial Officers Go-To-Market Officers Technology & Product Officers Cyber Officers Operations & Supply Chain Officers HR, Legal & Corporate Officers Transformation & Restructuring Officers Strategy Officers Deal Partners Operating Partners Partners & Consultants
Areas of Service Board & CEO Search Executive Search Assessment Pre-Deal Services	Recently Completed Assignments

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.

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

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

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

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.

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

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.

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Board Services | Executive Search | Talent Management

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Location 575 Madison Ave #1006 New York, NY tagsearch.com/ www.linkedin.com/company/464914	Leading Principals Jane Howze, Founder and Managing Director; John Lamar, Managing Director; Amanda Brady, Managing Director and COO
Year Established 1983	Estimated Revenue
Number of Recruiters 11	Number of Offices 6
Lowest Salary Handled, Average Salary Handled ($300,000, $650,000)	Geographical Concentration Primarily U.S., but also Europe
Professional Memberships	Fee Procedure Flat fee: 33.3% up front; 33.3% at 30 days; 33.3% at 60 days
Off-Limits Policy Client company and candidate - one year from placement	Average Time to Completion on Assignments 4 months
Industry Focus Consumer Goods & Services Financial Services HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments 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.

Location 77 W Wacker Dr – Suite 4500 Chicago, IL 60601, USA www.alexanderhughes.com (312) 268-6166 www.linkedin.com/company/alexander-hughes	Leading Principals Julien Rozet, Group CEO; Myriam Le Cannellier, Managing Partner USA
Year Established 1957	Estimated Revenue $20m
Number of Recruiters 139	Number of Offices 57
Lowest Salary Handled, Average Salary Handled (N/A, $180,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure Flat fee, retainer
Off-Limits Policy 2 years after completion	Average Time to Completion on Assignments 4 months
Industry Focus 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	Functional Expertise All Functions
Areas of Service Executive Search Assessment Board Services Succession Planning Executive Interim Management Professional Search	Recently Completed Assignments

Firm Overview

Alexander Hughes is a leading global firm in executive search and leadership advisory, helping clients recruit exceptional leaders at the C-suite, senior management, and board levels.

Founded in 1957 and based in over 50 countries, our heritage, entrepreneurial history, and worldwide presence provides us with the depth and diversity of leadership expertise, across sectors and functions, that allows us to seamlessly support our clients worldwide.

Our two offices in the USA, in Chicago and Boston, conduct executive searches across the US. Focusing on General Management, Sales, Finance and Operations, Alexander Hughes USA works in a variety of industries such as manufacturing, life sciences, packaging, consumer goods, services, and SaaS.

ALLEN AUSTIN
Consultants in Building Cultures of Peak Performance

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

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 ForesightTM 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

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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.

www.allenaustin.com



Amrop

Location Rue Abbé Cuypers 3 1040 Brussels, Belgium www.amrop.com 32 471 733 825 www.linkedin.com/company/amrop	Leading Principals Brigitte Arhold, Chief Operating Officer
Year Established 1977	Estimated Revenue
Number of Recruiters 200	Number of Offices 68
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships AESC	Fee Procedure Retainer-based; fixed fee or percentage of total annual compensation.
Off-Limits Policy 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.	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Private Equity Energy & Infrastructure Transportation & Shipping,	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development Onboarding Succession Planning Leadership Assessment Board Assessment	Recently Completed Assignments

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.

EXECUTIVE SEARCH | LEADERSHIP ADVISORY | BOARD SERVICES



Amrop

Leaders For What's Next

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Shaping sustainable success is our mission, craft and passion.

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Anthem Executive

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

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.

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

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.



Location Boston, Massachusetts Toronto, Ontario artsconsulting.com/ (888) 234-4236 www.linkedin.com/company/arts-consulting-group/mycompany/	Leading Principals Bruce D. Thibodeau, President; Nan Keeton, Senior Vice President; Adam Davis, Senior Vice President
Year Established 1997	Estimated Revenue
Number of Recruiters 20	Number of Offices 15
Lowest Salary Handled, Average Salary Handled ($90,000, $175,000)	Geographical Concentration Primarily USA & Canada, but open to international engagements
Professional Memberships 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.	Fee Procedure Fixed fee plus direct expenses; 1-year placement guarantee
Off-Limits Policy 5 years	Average Time to Completion on Assignments 3-4 months
Industry Focus Academia/Higher Education Arts & Culture HR/Diversity Non Profit Sports, Media & Entertainment	Functional Expertise C Suite/President/Managing Partner Vice President
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim Management/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments 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

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

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

Location 275 Madison Ave, Suite 1500 New York, NY www.augustleadership.com/ (917) 472-7837 www.linkedin.com/company/augustleadership	Leading Principals www.augustleadership.com/our-people
Year Established 2020	Estimated Revenue $25m
Number of Recruiters From 10 to over 100	Number of Offices 16
Lowest Salary Handled, Average Salary Handled ($300,000, $500,000)	Geographical Concentration Global
Professional Memberships Paradigm for Parity Shift & CEO Action for Diversity	Fee Procedure 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.
Off-Limits Policy August Leadership has a zero off-limits policy and minimum applicable off-limits allowing wider access to candidates.	Average Time to Completion on Assignments 55 days
Industry Focus Generalists	Functional Expertise All Functions
Areas of Service Executive Search Diversity, Equity + Inclusion Board Services Leadership Consulting/Development	Recently Completed Assignments Regional Presidents Global Business Heads Chief Financial Officers Chief Executive Officers, and other C-suite executives for Fortune 1000 companies

Firm Overview

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

August Leadership

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Location Toronto, ON www.farbergroup.com www.linkedin.com/company/brileyfarber/	Leading Principals 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
Year Established 2011	Estimated Revenue
Number of Recruiters 19	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($150,000, $250,000)	Geographical Concentration North America
Professional Memberships IIC Partners, Association of Corporate Growth (ACG)	Fee Procedure Retained Search - 33.3% at Retainer, 33.3% at Shortlist and 33.3% at Offer Letter Execution
Off-Limits Policy 12 months with existing clients	Average Time to Completion on Assignments Executive Search - 120 days, Interim Management – 10 days
Industry Focus Financial Services Consumer Packaged Goods Manufacturing Professional Services Technology Healthcare Energy/Utilities Mining, Material & Nat Resources Retail Private Equity Family Office	Functional Expertise 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
Areas of Service Executive Search Interim Management/Fractional Resourcing Succession Planning Leadership Consulting/Development Culture Advisory Onboarding Outplacement Executive Coaching	Recently Completed Assignments 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)



Location Bucks County, PA www.bandishgroup.com 267) 483-5233 www.linkedin.com/company/the-bandish-group-llc/ 1000	Leading Principals Jackie Bandish, Founder and Managing Member
Year Established 1996	Estimated Revenue
Number of Recruiters 4	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($100,000, $225,000)	Geographical Concentration National
Professional Memberships WBENC, Diversity Alliance for Science, SHRM, BDISBO (The Pennsylvania Department of General Services, Bureau of Diversity, Inclusion & Small Business Opportunities), NAPS, Supplier Gateway, BBB, Get5 Career Coaching, MAPS (Mid-Atlantic Personnel Association), and ExecThread	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments 60 days
Industry Focus Healthcare Life Sciences Pharmaceutical Biotechnology Diagnostics Medical Device CDMOs Life Sciences Construction Artificial Intelligence (AI) Digital Healthcare	Functional Expertise C Suite/President/Managing Partner Vice President Diversity, Equity & Inclusion (DE+I) Manager through C Suite Level Positions
Areas of Service Executive Search Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development	Recently Completed Assignments President & Chief Business Officer; Head of Clinical Development; Vice President, Life Sciences Construction; Vice President, Strategic Sourcing; Product Management Lead Technical Operations Director

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.

The Bandish Group, LLC

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Location 950 East State Hwy 114, Suite 160 Southlake, TX US 76092 bannerot.com (817) 722-5723 www.linkedin.com/company/bannerot-partners	Leading Principals Larry Mendez, Managing Partner
Year Established 2007	Estimated Revenue
Number of Recruiters 2	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($200,000 base plus bonus, equity, $350,000 base plus bonus, equity) We	Geographical Concentration serve clients based in North America but recruit globally.
Professional Memberships	Fee Procedure Fully retained featuring flat fee options.
Off-Limits Policy 1 year off limits company wide from time of completion	Average Time to Completion on Assignments 87 days
Industry Focus Consumer Goods & Services Travel Leisure Hospitality Cruise Restaurants, and related Real Estate Developers	Functional Expertise All Functions
Areas of Service Executive Search	Recently Completed Assignments 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.

BarkerGilmore

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

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.

BarkerGilmore

General Counsel and Chief Compliance Officer
Executive Search and Leadership Development

Exclusive access to industry leaders and a commitment to diversity

www.barkergilmore.com





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



Location PO Box 275 Newburyport, MA 01950 www.bauerharris.com (781) 883-8330 www.linkedin.com/company/bauer-harris	Leading Principals Brad Bauer, Partner; Jeff Harris, Partner; John Coutts, Partner; Nick Wackel, Principal
Year Established 2021	Estimated Revenue
Number of Recruiters 6	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($200,000, $500,000)	Geographical Concentration National
Professional Memberships	Fee Procedure 0/30/60 timeline, percentage based on total comp
Off-Limits Policy 2 years	Average Time to Completion on Assignments ~90 days
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Executive Coaching Leadership Consulting/Development Onboarding	Recently Completed Assignments CEO - PE backed CPG; COO- PE backed FinTech; CFO - PE backed multi-unit consumer services; VP, FP&A- PE backed Professional Services; Chief Lending Officer - Financial Services; President - Financial services; CEO - International non-profit; Chief Development Officer - non profit; Director, Business Development - Professional Services; CEO - Healthcare / ACO

Firm Overview

Bauer Harris is a national executive search firm specializing in the recruitment of c-suite executives, vice presidents and their direct reports. Our uncompromising attention to detail, thoughtful research, and diligent approach ensure that all Bauer Harris clients hire and retain the best talent on the market. As trusted advisors, our Partners actively lead each search and are fully engaged throughout the entire search process guided by success factors most important to your business.



BAY STREET ADVISORS

Location 675 Third Avenue, 10th Floor New York, NY www.baystreetadvisorsllc.com (646) 278-4321 www.linkedin.com/company/bay-street-advisors/about/	Leading Principals Lawrence Baum, Managing Partner
Year Established 2009	Estimated Revenue $25m
Number of Recruiters 15	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($500,000, $2,500,000)	Geographical Concentration North America, Western Europe, Asia (Select Countries)
Professional Memberships AESC	Fee Procedure Retained with % due only upon successful completion
Off-Limits Policy Standard	Average Time to Completion on Assignments 4 weeks
Industry Focus Financial Services	Functional Expertise 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) Finance Sales & Marketing Business Development
Areas of Service Executive Search Diversity, Equity + Inclusion Outplacement Executive Coaching	Recently Completed Assignments $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.



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

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.



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@bclsearch.com

BEACON TALENT GROUP

Location 229 Yonge Street, Suite 400 Toronto, ON beacontalent.ca/ www.linkedin.com/company/28155941/admin/feed/posts/	Leading Principals Nadia Caira, Managing Partner; Morgan Ruskin, Managing Partner
Year Established 2018	Estimated Revenue
Number of Recruiters 2	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $200,000 - $250.000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments Once Beacon Talent Grouo 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.
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Professional Services Sports, Media & Entertainment Technology Retail Real Estate	Functional Expertise 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) Technology/Security Operations/Supply Chain Marketing/Communications
Areas of Service Executive Search Executive Coaching	Recently Completed Assignments 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

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.

beacontalent.ca



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

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 industryleading 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



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

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.

Bell Oaks EXECUTIVE SEARCH

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

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

Location Manhattan, NY and Westport, CT www.bennettsearchgroup.com/ www.linkedin.com/company/bennett-search-group/	Leading Principals Brian Bennett, Founder & CEO
Year Established 2019	Estimated Revenue
Number of Recruiters 5	Number of Offices
Lowest Salary Handled, Average Salary Handled ($75,000, $750,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 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.
Off-Limits Policy 12 - 24 months	Average Time to Completion on Assignments 45 -60 days
Industry Focus Technology	Functional Expertise Product, Sales Customer Success
Areas of Service Executive Search Interim/Contingent Search	Recently Completed Assignments EVP Revenue; SVP Global Sales & 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

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.

BENTLEYLEWIS

EXECUTIVE SEARCH | TALENT ADVISORY

Location www.bentleylewis.com (332) 225-8142 www.linkedin.com/company/bentley-lewis	Leading Principals Lewis Maleh, CEO Founder; Edward Cruz, Head of North America; Anika Arora, Head of India; Jamie Craw, Principal; Alison Untiedt, Principal; Kelly Stover, Principal
Year Established 2010	Estimated Revenue
Number of Recruiters 14	Number of Offices Our team is in North America, EMEA, and APAC. We are fully remote.
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Consumer Goods & Services Financial Services Healthcare HR/Diversity Industrial Life Sciences Professional Services Sports, Media & Entertainment Technology	Functional Expertise All Functions C-Suite President Managing Partner General Management CPO, CFO, CTO, CIO Directors and Vice President's Corporate Functions: Finance, HR, Sales, Marketing, Engineering, Risk, Compliance, Legal
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

Firm Overview

Bentley Lewis is a global, award-winning boutique executive search and talent advisory firm dedicated to fostering thriving connections between companies and exceptional individuals. With a focus on inclusivity, passion, and a challenger mindset, we offer bespoke talent solutions to our clients. Deep expertise, genuine connection, and a commitment to finding the right person – not just the right resume – drive our process. This ensures an exceptional candidate experience, leading to successful and long-lasting placements. At Bentley Lewis, we believe that a company's success begins with its people and we're committed to helping you build an extraordinary team.


BENTLEYLEWIS
EXECUTIVE SEARCH | TALENT ADVISORY
PEOPLE ARE YOUR BIGGEST ASSET, CHOOSE WELL.
We believe in going beyond resumes to find the extraordinary talent that will transform your company. Our inclusive approach and challenger mindset uncover hidden potential, while our emphasis on genuine human connection ensures the right fit. Experience the Bentley Lewis difference and build a team poised for exceptional success.
Bentleylewis.com

BESPOKE *partners*

Location 909 West Laurel Street, Suite 200 San Diego, CA www.bespokepartners.com (858) 356-6730 www.linkedin.com/company/bespoke-partners	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 & Tech Officer Practice
Year Established 2011	Estimated Revenue
Number of Recruiters 9	Number of Offices 4
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments Less than 100 days
Industry Focus Technology Software SaaS	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments

Firm Overview

Location 60 St. Clair Ave East, Suite 1002 Toronto, ON bjrcrecruiting.com/ (416) 606-6664 www.linkedin.com/company/bjrc-recruiting/	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.



Location 2946 University Pkwy Sarasota, FL bluerocksearch.com (941) 952-9555 www.linkedin.com/company/blue-rock-search	Leading Principals Ruben Moreno, Founder and Executive Search Practice Leader, HR & 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
Year Established 2015	Estimated Revenue
Number of Recruiters 12	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($120,000, $215,000)	Geographical Concentration Global
Professional Memberships SRA Network, Minority Business Enterprise	Fee Procedure Retained
Off-Limits Policy 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.	Average Time to Completion on Assignments 65 days
Industry Focus Academia/Higher Education HR/Diversity Industrial Life Sciences Professional Services Technology Private Equity Franchise Customer Experience Industrial/Manufacturing	Functional Expertise All Functions
Areas of Service Executive Search Diversity, Equity + Inclusion Consulting Executive Coaching RPO	Recently Completed Assignments CHRO – LiveRamp; VP/ Head of HR - Fortress Brands; VP/Head of HR – Office Ally; VP/Head of HR – Cyrq Energy; VP, HR – California - ABM; VP, Diversity, Equity, & Inclusion – Papa Johns; VP, Talent Acquisition – Papa Johns; VP, Global Talent Acquisition – LiveRamp; VP/Head of HR – University of the Pacific; Provost, Linfield University

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.



Location 84 Peachtree St NW Atlanta, GA BoardWalkConsulting.com (404) 262-7392 www.linkedin.com/company/boardwalkconsulting/	Leading Principals Sam Pettway, Founding Director; Kathy Bremer, Managing Director; Crystal Stephens, Senior Director; Cynthia Moreland, Director; Michelle Hall, Director; Patti Kish, Director of Research
Year Established 2002	Estimated Revenue
Number of Recruiters 8	Number of Offices 1
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships AESC, Panorama, National Center for Family Philanthropy, International Women's Forum, ABFE (Association of Black Foundation Executives), Philanthropy Southeast	Fee Procedure 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.
Off-Limits Policy We do not recruit from active clients, and we never recruit a placement from a client.	Average Time to Completion on Assignments 6 months
Industry Focus Non Profit	Functional Expertise All Functions
Areas of Service Executive Search Board Services	Recently Completed Assignments 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

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.®

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Mission Critical - Executive Search - Consultants

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

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.

Location Boothroyd & Co., LLC (917) 602-5858 www.linkedin.com/in/john-arbolino-b5a2848/	Leading Principals John Arbolino, Managing Director
Year Established 2017	Estimated Revenue
Number of Recruiters 3	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($75,000, $500,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure % of draw/base salary
Off-Limits Policy 1 year from inception of the assignment	Average Time to Completion on Assignments 1 month
Industry Focus Financial Services Healthcare Life Sciences Legal/Compliance Technology Cybersecurity	Functional Expertise C Suite/President/Managing Partner Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Diversity, Equity & Inclusion (DE+I)
Areas of Service Executive Search Interim/Contingent Search Onboarding	Recently Completed Assignments 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

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

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.

BrainWorks 30 YEARS OF EXCELLENCE

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

Firm Overview

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



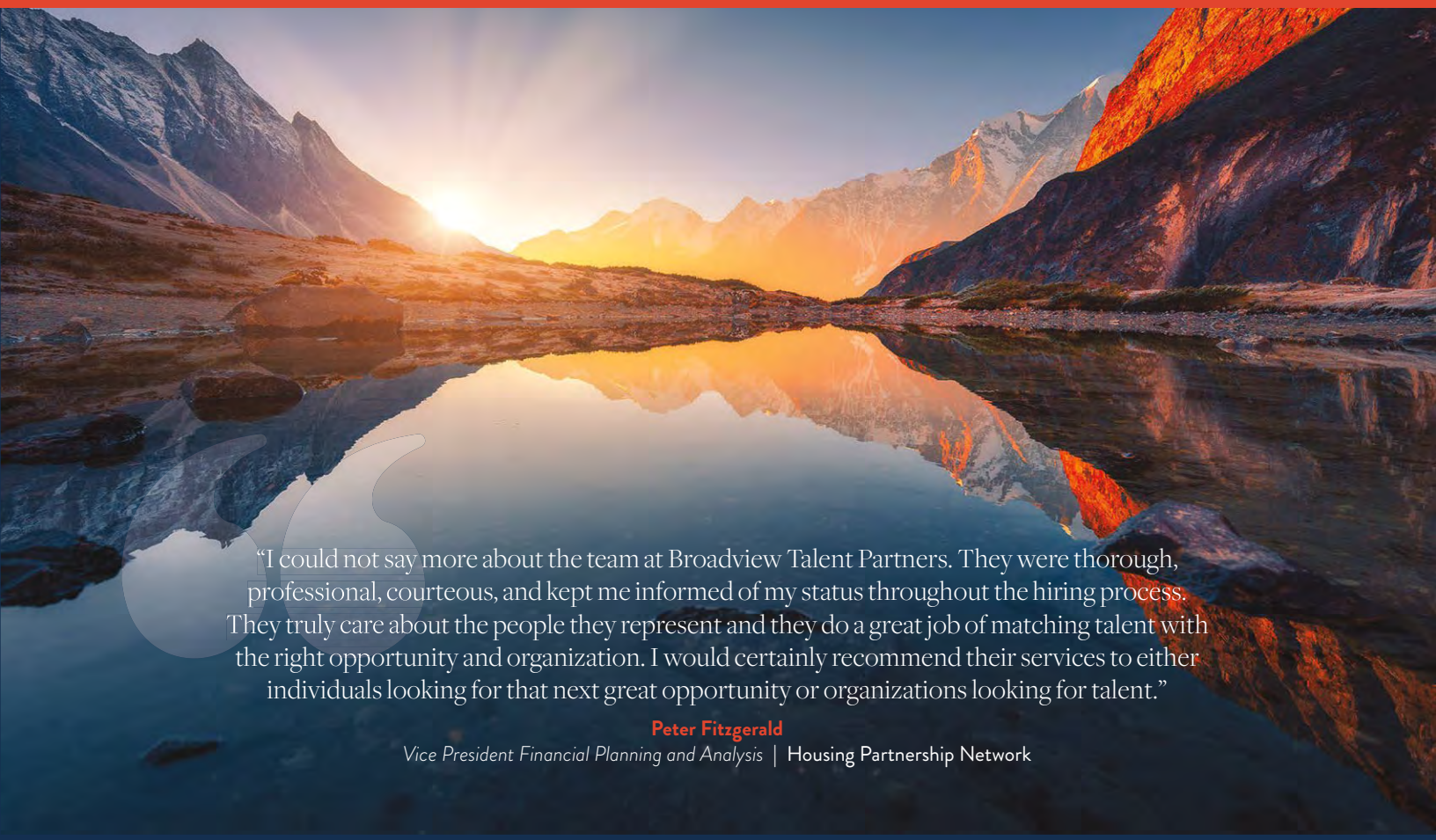
Location Westport, CT & Columbus, OH www.BroadViewTalent.com www.linkedin.com/company/broadviewtalent/	Leading Principals Tracy McMillan, CEO & Managing Partner; Christie Angel, Managing Partner; Melania DaSilva Deaver, Principal
Year Established 2015	Estimated Revenue $2.5m
Number of Recruiters 10	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($180,000, $200,000)	Geographical Concentration National
Professional Memberships 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)	Fee Procedure Retained at 30% of placed candidate compensation.
Off-Limits Policy We do not recruit from current or past clients	Average Time to Completion on Assignments 90 days
Industry Focus HR/Diversity Non Profit Technology PE-backed Middle Market companies	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I) Advancement & Development Marketing & Communications Board Director
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments NBMBAA, President & CEO; Community HousingWorks, SVP HRED; Propel Nonprofits, President & CEO; Columbus Urban League, COO; Advocates for Basic Legal Equality, Inc. (ABLE), Executive Director; Rapid 5, CEO

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.

BroadView
TALENT PARTNERS

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
203.651.8300 · info@broadviewtalent.com ·



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

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.

EXECUTIVE SEARCH & RECRUITMENT

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
www.brookechase.com

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

43 years of executive search

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.

For more information, or to learn how Brooke Chase Associates, Inc. can help your team, contact us today.

BRYANT GROUP

ADVANCING GREAT LEADERSHIP

Location 511 E. John Carpenter Freeway, Suite 507F Irving, TX www.bryantgrp.com/ (972) 739-6030 www.linkedin.com/company/bryant-group-building-powerful-teams-/	Leading Principals Sally Bryant, CEO; Chris Bingley, President
Year Established 1988	Estimated Revenue
Number of Recruiters 6	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled ($165,000, $203,500)	Geographical Concentration Global
Professional Memberships Council for Advancement and Support of Education, Association of Healthcare Philanthropy, Network of Nonprofit Search Consultants, Vistage, Convene	Fee Procedure Fixed
Off-Limits Policy 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.	Average Time to Completion on Assignments 15 weeks
Industry Focus Academia/Higher Education Healthcare HR/Diversity Non Profit	Functional Expertise C Suite/President/Managing Partner Vice President Diversity, Equity & Inclusion (DE+I)
Areas of Service Executive Search Succession Planning Executive Coaching Interim/Contingent Search Leadership Consulting/Development	Recently Completed Assignments Montana State University Alumni Foundation, President and CEO; Wichita State University Foundation and Alumni Engagement, President and CEO; University of Washington Tacoma, Vice Chancellor for Advancement; University of Washington, Assistant Vice President, Health Sciences; Kansas Health Foundation, President and CEO; Kansas Leadership Center, President and CEO; Target ALS, Chief Development Officer; PeaceHealth System, Chief Development Officer; Confluence Health, Vice President for Philanthropy; UTHealth Houston, Assistant Vice President, Development; Virginia Commonwealth University Massey Cancer Center, Executive Director of Development

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.

Caldwell

Location Toronto, CA www.caldwell.com (888) 366-3827 www.linkedin.com/company/the-caldwell-partners/	Leading Principals John Wallace, CEO; Chris Beck, President & CFO
Year Established 1970	Estimated Revenue
Number of Recruiters 52	Number of Offices 20
Lowest Salary Handled, Average Salary Handled ($180,000, $400,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Technology Insurance Private Equity & Venture Capital	Functional Expertise Board & CEO Data, Digital & Technology Officers Financial Officers Human Resource Officers Cyber Security Officers Marketing & Growth Officers Investor Relations & Communications Officers Compliance, Risk & Regulatory Officers Legal Officers Supply Chain & Operations Officers
Areas of Service Executive & Board level search Professional Search Organizational Effectiveness Research & Sourcing Diversity, Equity & Inclusion Advisory	Recently Completed Assignments 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 & Planning at Duracell; Chief Information Security Officer, West Fraser Timber Company; President, Star Furniture, a Berkshire Hathaway Company

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



IQTALENT®

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.



Location Caliber Associates San Diego, CA www.caliberassociates.com (858) 354-1718 www.linkedin.com/company/caliber-associates/	Leading Principals Steven Hochberg, CEO
Year Established 1988	Estimated Revenue
Number of Recruiters 4	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($300,000, $500,000)	Geographical Concentration National
Professional Memberships BIO, Biocom, Regional Biotech Associations, San Diego Chamber of Commerce, Philadelphia Chamber of Commerce	Fee Procedure
Off-Limits Policy Clients are off-limits for a period of 12 months.	Average Time to Completion on Assignments 90-120 days
Industry Focus Life Sciences Biotechnology Pharmaceutical Medical Devices and Diagnostics	Functional Expertise 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
Areas of Service Executive Search Succession Planning Board Services Onboarding	Recently Completed Assignments 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.

CALIBER

Life Sciences Executive Search



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

Steve Hochberg, CEO
(858) 354-1718
steve@caliberassociates.com



Location Austin, TX www.calibrate-strategies.com (817) 966-3549 www.linkedin.com/company/calibratestrategies/	Leading Principals 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
Year Established 2011	Estimated Revenue $5m
Number of Recruiters 14 consultants and recruiters (excluding operations)	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled ($75,000, $300,000)	Geographical Concentration National
Professional Memberships AESC, Women's Business Enterprise National Council (WBENC), Legal Marketing Association (LMA).	Fee Procedure Retained, tiered fees at three phases during assignment.
Off-Limits Policy Case by case	Average Time to Completion on Assignments 4 months
Industry Focus Professional Services	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Marketing/Business Development
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments 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.



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

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.

CAMERON CARMICHAEL

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

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.



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

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

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

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.



Location	Leading Principals
700 W. 47th St., Suite 1100 Kansas City, MO 64112 www.cbiz.com (212) 790-5700 www.linkedin.com/company/efl-associates-a-cbiz-company	Jay Meschke, President; Ed Rataj, Managing Director, Compensation Consulting & Litigation Support Practices; Angie Salmon, Senior Vice President CBIZ Benefits & Insurance Services; Steve Waldron, Managing Director – Legal Practice and Higher Education Practice; Leslie Shaw, Executive Vice President
Year Established 1978	Estimated Revenue
Number of Recruiters 9	Number of Offices 2
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Financial Services Government Healthcare Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Private Equity	Functional Expertise All Functions
Areas of Service Retained Executive Search Compensation Consulting Contingency Search Career Transition Services Coaching Clearinghouse Interim Search Succession Planning Pre-Search Planning Competitive Intelligence Crisis Management Employee Retention	Recently Completed Assignments 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

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.



Tackling Business Challenges with Comprehensive Leadership Consulting Solutions

CBIZ EFL ASSOCIATES

Over 5,500
completed searches



Top 2%
of retained executive search firms



On average, we close searches
40 days
quicker than the industry



Primary offices:
Kansas City, Denver & St. Louis



45+ years
of executive search & leadership consulting **experience**

Our Team is always ready, no matter what you need.
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CBK PARTNERS

Location 156 West 56th Street, 18th Floor New York, NY www.cbkpartners.com (212) 755-7051 www.linkedin.com/company/cbkpartners/about/	Leading Principals Julie Choi, CEO; Sumi Kang, President
Year Established 1999	Estimated Revenue
Number of Recruiters 5	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($400,000, $500,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retainer and Success Fee= 33.3% of total comp
Off-Limits Policy Off-limits for 2 years after the last completed engagement	Average Time to Completion on Assignments 90 days
Industry Focus Financial Services Investment Banking Private Equity Strategy Corporate Development Board	Functional Expertise C Suite/President/Managing Partner Vice President Managing Director Partner
Areas of Service Executive Search Succession Planning Diversity Board Services Leadership Assessment	Recently Completed Assignments 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.



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

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

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

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.

ChasmPartners

Location 119 Rowayton Avenue Rowayton, CT 06853 chasmpartners.com (203) 663-3838 x750 www.linkedin.com/company/chasm-partners	Leading Principals Matt Dumas, Founder & Managing Partner; Kristy Lindquist, Co-Founder & Partner; Yates Baker, Partner & General Manager, ChasmTeam; Meredith Damore, Executive Director, ChasmLead; David Woodward, Partner; Pam Zients, Partner
Year Established 2015	Estimated Revenue
Number of Recruiters 40+	Number of Offices 2
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships Women Business Leaders; Association for Corporate Growth	Fee Procedure Fully retained with a percentage of OTE and flat fee options. For Executive placements, a percentage of our fee is at risk pending a successful placement.
Off-Limits Policy We do not recruit candidates from our clients	Average Time to Completion on Assignments 92 days
Industry Focus Healthcare Life Sciences Healthcare Services Healthcare Technology Digital Health	Functional Expertise All Functions C Suite/President/Managing Partner Vice President GM Finance/HR Operations Commercial Technology
Areas of Service Executive Search Culture Advisory/Culture Shaping Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments Ark Behavioral Health - Chief Executive Officer; Avalon Healthcare Solutions - Executive Vice President, Account Management; Bswift - Chief Revenue Officer; Fluent - Chief Executive Officer; Fortified Health Security - Chief Financial Officer; Mindoula - SVP & GM, Population Health; PAI Pharma - Chief Financial Officer; Pareto Health - Chief Marketing Officer; Rhythm Management Group - Chief Executive Officer; Synergy Health Partners - Chief Partnership Officer; Vytalize - Chief Information Officer

Firm Overview

In 2015 in a New York City cafe, Chasm Partners was founded with a mission to disrupt the healthcare recruiting space. Today, Chasm is recognized as one of the premier executive recruitment firms in healthcare, partnering exclusively with leading VC and PE backed healthcare organizations across the country. Our three lines of service — ChasmSearch Executive Search, ChasmTeam Non-Executive Search, and ChasmLead Leadership Coaching & Development — address organizational talent needs at every stage of growth, enabling us to act as true talent partners to our clients and their investors. We believe that talent is a prerequisite to an organization's success, and we are committed to leveraging our expertise and networks to enable our clients to transform healthcare one leader at a time.

THE CHRISTOPHER GROUP

Agile HR Business Solutions

Location www.tcgco.com (440) 953-9559 www.linkedin.com/company/the-christopher-group	Leading Principals Nathaniel (Nat) Schiffer, Chief Executive Officer; Pamela Noble, President, Executive Recruiting Solutions & DEIB Practice Leader; Ayla Maloney, Managing Partner, Chief People Officer; Tobin Anselmi, Managing Partner, Talent Management Practice Leader
Year Established 1998	Estimated Revenue $8m
Number of Recruiters 4 Partners, 10 Recruiters, 250+ Independent Consultants	Number of Offices We are a virtual company and have team members all across the US
Lowest Salary Handled, Average Salary Handled ($100,000, $300,000)	Geographical Concentration National
Professional Memberships SHRM	Fee Procedure Contained Fee Structure 1/3, 1/3, 1/3
Off-Limits Policy If we have a contract in place we won't recruit from that firm for one year	Average Time to Completion on Assignments Search start to candidate start is 45-65 days
Industry Focus HR/Diversity	Functional Expertise Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I)
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development	Recently Completed Assignments Docker - Chief People Officer; Vertex Service Partners - Chief People Officer and Chief Financial Officer; United Educators - Head of HR; Neotiss - VP of Operations; Atria Wealth Solutions - Head of HR and VP of HR; Konica Minolta - Head of Total Rewards; Beacon Global Strategies - Chief Human Resources Officer

Firm Overview

The Christopher Group (TCG) is a premier executive search and human capital solutions firm renowned for its expertise in finding top talent across various industries. Founded on action-based values of Deliver Excellence, Do the Right Thing, Win Together, Care for the Whole Person, and Connect, TCG is committed to delivering exceptional service. Partnering with clients, TCG identifies, assesses, and places executives who drive organizational success through innovative methodologies and a deep understanding of business needs. Offering tailored solutions, including executive HR search, interim leadership, fractional CHROs, and HR advisory and consulting, TCG consistently exceeds expectations, helping organizations thrive in dynamic and competitive markets.



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The Christopher Group (TCG) is a premier executive search and human capital solutions firm renowned for its expertise in finding top talent across various industries. Founded on action-based values of Deliver Excellence, Do the Right Thing, Win Together, Care for the Whole Person, and Connect, TCG is committed to delivering exceptional service. Partnering with clients, TCG identifies, assesses, and places executives who drive organizational success through innovative methodologies and a deep understanding of business needs.

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Location 2840 Johnson Ferry Road, Suite 250 Marietta, GA 30062 www.ciopartners.com (770) 971-0324 www.linkedin.com/company/cio-partners	Leading Principals Joe Gross, President and Managing Partner
Year Established 2001	Estimated Revenue
Number of Recruiters 15	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus All Industries	Functional Expertise All technology leadership roles (C/VP/Director) across all IT functions (Application Development, Infrastructure, Architecture, Data/Analytics, Security)
Areas of Service Executive Search	Recently Completed Assignments

Firm Overview

CIO Partners is a leading retained executive search firm specializing in technology leadership engagements. Powered by an engagement model and talent strategy built by a former CIO, our firm is uniquely positioned to provide access to the top 5% of technology candidates for our client partners. Since our founding in 2001, we have placed senior IT leaders – locally, nationally and globally – across a diverse range of industries and corporate sizes, from startups to Fortune 100 organizations.



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

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

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

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.

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

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.



Location P.O. Box 2126 Naples, FL 34106 www.comharpartners.com (239) 544-9000 www.linkedin.com/company/comharpartners	Leading Principals Bernard Layton, Managing Director; Peter Meder, Managing Director; Paul Herrerias, Managing Director; Nick Layton, Managing Director; Morgan Layton, Managing Director
Year Established 2019	Estimated Revenue $5m
Number of Recruiters 11	Number of Offices 6
Lowest Salary Handled, Average Salary Handled ($65,000, $300,000)	Geographical Concentration National
Professional Memberships American College Healthcare Executives (ACHE), Healthcare Financial Management Association (HFMA), Association for Corporate Growth (ACG), Private Directors Association (PDA),	Fee Procedure 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).
Off-Limits Policy With a client company, off-limits is a year and for the candidate placement, it's the lifetime of employment at the client company.	Average Time to Completion on Assignments 80 days
Industry Focus Consumer Goods & Services Financial Services Healthcare Industrial Non Profit Professional Services Technology	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity Board
Areas of Service Executive Search Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Onboarding	Recently Completed Assignments

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.



Location 775 E. Blithedale Ave. #395 Mill Valley, CA www.cooksilverman.com (415) 342-2444 www.linkedin.com/company/15091212/admin/feed/posts/	Leading Principals Victoria Schiff Silverman, Managing Founder and CEO; Darcie Taylor, Assoc. Managing Director
Year Established 2000	Estimated Revenue
Number of Recruiters 11	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled ($75,000, $175,000)	Geographical Concentration Regional
Professional Memberships Network for Nonprofit Search Consultants, Women of Color in Philanthropy,Association of Fundraising Professionals, Development Executives Roundtable	Fee Procedure Fixed Fee
Off-Limits Policy 2 years	Average Time to Completion on Assignments 14-16 weeks from public launch to hire
Industry Focus Non Profit	Functional Expertise C Suite/President/Managing Partner Vice President Chief Information Security Officer/ Cybersecurity Technology and Engineering (broadly) Product Management UX/Design
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Executive Coaching	Recently Completed Assignments 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

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.

COOPER COLEMAN

Location 318 W Adams St, Suite 1811 Chicago, IL www.coopercoleman.com (312) 380-9384 linkedin.com/company/coopercoleman	Leading Principals Johnny Cooper MPA, CFRE, Founder + CEO; Bill Coleman MBA, M.Ed., Co-Founder + Principal
Year Established 2020	Estimated Revenue
Number of Recruiters 11	Number of Offices 3
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships Network of Nonprofit Search Consultants	Fee Procedure 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.
Off-Limits Policy 24 months	Average Time to Completion on Assignments 15 weeks
Industry Focus Academia/Higher Education Healthcare HR/Diversity Non Profit Social Impact (e.g. B-corps)	Functional Expertise C Suite/President/Managing Partner Vice President
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Leadership Consulting/Development	Recently Completed Assignments 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.

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.

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- Development
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- Communications
- Board Leadership



Cooper Coleman eBook

What Makes Us Different?

- We exclusively serve social impact and nonprofit organizations
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- 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.

www.coopercoleman.com

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Location 1862 Independence Square, Suite B Atlanta, GA 30338 www.cornerstone-group.com (770) 395-7225 www.linkedin.com/company/cornerstone-international-group/	Leading Principals www.cornerstone-group.com/our-team/
Year Established 1989	Estimated Revenue
Number of Recruiters 225	Number of Offices 60
Lowest Salary Handled, Average Salary Handled ($100,000, $170,000)	Geographical Concentration Global
Professional Memberships Association of Executive Search Consultants (AESC) & executive coaches are all ICF accredited.	Fee Procedure Three payments based on agreed milestones and total fee
Off-Limits Policy 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.	Average Time to Completion on Assignments 35 working days with shortlist and benchmark candidates at the 15th work day
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise All Functions Finance & Financial Planning Accounting Analysts Bookkeeping Controlling CFO Financial Planners (CFP) FP&A Private Client & Wealth Management Associates C-Suite/Executive Level Client Service Compliance Information Technology (IT) Investment Banking Investments Marketing Managerial Operations Operations Product Management Portfolio Management Project Management Risk Management ; Sales: Account Management Business Development Relationship Management Sales (Individual Contributor) Inside Sales (SDRs) Sales Management/Leadership
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Outplacement Board Services Executive Coaching Interim/Contingent Search Assessments Onboarding	Recently Completed Assignments

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.

CORNERSTONE
SEARCH GROUP, LLC

Location 350 Main Street Chatham, NJ 07928 www.Cornerstonesg.com (973) 656-0220 www.linkedin.com/company/cornerstone-search-group/	Leading Principals Steven Raz, CEO
Year Established 2000	Estimated Revenue
Number of Recruiters	Number of Offices
Lowest Salary Handled, Average Salary Handled ($200,000, N/A)	Geographical Concentration National
Professional Memberships SHRM, BioNJ	Fee Procedure Retained Executive Search and Customized Scaling Hiring Solutions Project Based Work
Off-Limits Policy 1 year	Average Time to Completion on Assignments 90 days
Industry Focus Biotech & Pharma Life Sciences	Functional Expertise CEO CSO CMO CCO CFO CHRO Physician Leadership Pre-Clinical and Translational Clinical Development Clinical Operations Commercial Data Sciences Drug Safety/PV HEOR HR/Talent Acquisition Legal Market Access Medical Affairs Manufacturing Project Management Regulatory RWE Quality Scientists
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments Chief Executive Officer; Chief Medical Officer; Chief Scientific Officer; Chief Business Officer; Chief Financial Officer; Chief Commercial Officer; Chief Operating Officer; Chief People Officer; Chief Legal Officer/General Counsel; Chief Regulatory Officer; VP Market Access

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.

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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 | Chatham, NJ



Location Sarasota, FL corsicateam.com www.linkedin.com/company/corsica-partners	Leading Principals Dan Veitkus, Managing Partner; Jil Dasher, Managing Director; Chris Benz, Managing Director
Year Established 2006	Estimated Revenue
Number of Recruiters 15	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($250,000, $350,000-$500,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure Retained
Off-Limits Policy 24 months	Average Time to Completion on Assignments Less than 75 days
Industry Focus Healthcare HR/Diversity Life Sciences Professional Services Technology Ed Tech	Functional Expertise 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 CTO CIO Digital Data CPO CMO CRO Post Sales CFO General Counsel (GC) CEO COO President GM Board General Partners Operating Partners Investor Relations.
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/Development	Recently Completed Assignments 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)

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

CORSICA PARTNERS

Strategic Talent Management

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.

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Coulter:Partners

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

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.



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

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.

COWEN PARTNERS
EXECUTIVE SEARCH

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

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

GET IN TOUCH

CPC Talent

Location CPC Talent New York, NY www.cpc-talent.com (212) 537-6384 www.linkedin.com/company/28130965/	Leading Principals Cindy Capone, Founding Partner
Year Established 2018	Estimated Revenue
Number of Recruiters 10	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($100,000, $250,000)	Geographical Concentration National
Professional Memberships Association for Corporate Growth: ACG Global, The WIE Suite, WBENC (in progress)	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments 60 days
Industry Focus Consumer Goods & Services Financial Services Industrial Professional Services Sports, Media & Entertainment Technology	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Finance, CFOs to Dir of FP&A
Areas of Service Executive Search Succession Planning Board Services	Recently Completed Assignments 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



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

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**

Location 330 Madison Avenue, 25th Floor New York, NY www.daversapartners.com www.linkedin.com/company/daversa-partners/	Leading Principals Paul Daversa, CEO
Year Established 1993	Estimated Revenue
Number of Recruiters 170	Number of Offices 9
Lowest Salary Handled, Average Salary Handled ($250,000, $450,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 33.30%
Off-Limits Policy 1 year	Average Time to Completion on Assignments 115 days
Industry Focus Technology	Functional Expertise C Suite/President/Managing Partner Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Information Security Officer/Cybersecurity
Areas of Service Executive Search Board Services	Recently Completed Assignments 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

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



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

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.

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

Firm Overview


Starfish Partners
An expanding ecosystem and investment platform for recruiting firms
KAYE/BASSMAN
DRI
SRA
SANFORD ROSE ASSOCIATES
EXECUTIVE SEARCH
FULL SPECTRUM
Search Group
NEXT LEVEL
Exchange
Dimensional
Search
RAYMOND SEARCH
GROUP
NinjaJobs.org
GPS
Finding the Impossible
INNOVA
PEOPLE
Learn more at starfishpartners.com.

Location Philadelphia, PA diversifiedsearchgroup.com/ www.linkedin.com/company/diversifiedsearchgroup	Leading Principals 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
Year Established 1974	Estimated Revenue
Number of Recruiters 100 Managing Directors and 85 Associates	Number of Offices 12
Lowest Salary Handled, Average Salary Handled ($130, $263,356)	Geographical Concentration Global
Professional Memberships AESC, ABD, HACR, Latino Corporate Directors Association, NACD, NAHSE	Fee Procedure 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.
Off-Limits Policy 1 year	Average Time to Completion on Assignments 20 weeks
Industry Focus 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	Functional Expertise 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
Areas of Service Board Services Culture Advisory/Culture Shaping Diversity, Equity, Inclusion & Belonging Executive Coaching Executive Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

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.

Let's find your next transformational leader

Cultivating new leadership for a changing world.



Forbes 2023 | AMERICA'S BEST EXECUTIVE RECRUITING FIRMS
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DIVERSIFIED SEARCHGROUP

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.



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

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 Consultants and Do-Recruit Consultants

nglcc Certified LGBTBE

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**."

DRi Waterstone
HUMAN CAPITAL

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

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.

DRi Waterstone
HUMAN CAPITAL

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









DR*i*Waterstone 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

Ask us how DR*i*Waterstone Human Capital can help your organization build a high-performance team and culture.

Location 405 Lexington Ave New York, NY 10174 www.eastwardpartners.com (646) 202-9424 www.linkedin.com/company/eastward-partners-inc/	Leading Principals Joe Carbone, CEO, Founder; Adam Szepkouski, COO, Board Member; Brett Vecchio, Partner; Hannah Robb, Associate Partner; Lindsey Webb, Associate Partner
Year Established 2015	Estimated Revenue
Number of Recruiters 8	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($250,000, $800,000)	Geographical Concentration National
Professional Memberships PEWIN, ACG, TMA	Fee Procedure 33% total cash compensation paid in 3 retainers and a success fee
Off-Limits Policy Hands off PE firm clients and their portcos	Average Time to Completion on Assignments 89 days
Industry Focus Consumer Goods & Services Healthcare Industrial Professional Services Technology	Functional Expertise C Suite/President/Managing Partner Vice President
Areas of Service Executive Search	Recently Completed Assignments

Firm Overview

Eastward Partners Inc is a venture backed, retained Executive Search and Human Capital Consulting firm with Consultants in New York City, Miami, Houston, Chicago, San Diego, and London. Founded in 2015, Eastward Partners helps clients accelerate value creation by pulling the talent lever. Our research tool, ECHO provides human capital data and analytics insights on relevant themes across the entire human capital ecosystem for Professional Services, Private Equity Funds and their portfolio companies. Our portfolio of work is focused on retained mandates for leadership positions - we are building capabilities for clients within the following areas of expertise: Middle Market Private Equity Firms Firm Level • Portfolio Operations/Value Creation • Operating Partners • Corporate Development Portfolio Level ($75M - $750M revenue) • Office of the CEO/President | COO | CFO | GTM • Sector Focus: Industrials | Manufacturing | Health Services | Business Services Professional Services • Restructuring | Turnaround | Accounting Advisory | Financial Advisory | Valuations Advisory | Management Consulting



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

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.



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

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 VISTA M+O FOCUS BRANDS LG

400+
Clients

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

99%
Executive search success rate

<85
Days average placement time

98%
Executive retention race

EDUCATION EXECUTIVES

Location Santa Barbara, CA www.edexsearch.com email: info@edexsearch.com (805) 453-2853 www.linkedin.com/company/education-executives/	Leading Principals Ilene H. Nagel, Founder and President
Year Established 2017	Estimated Revenue
Number of Recruiters 6	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure Fixed percentage of first year total compensation of person hired.
Off-Limits Policy	Average Time to Completion on Assignments 6 months
Industry Focus Academia/Higher Education Professional Services	Functional Expertise All Functions
Areas of Service Executive Search Executive Coaching	Recently Completed Assignments 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

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

Location 520 Madison Ave 23rd Floor New York, NY www.egonzehnder.com www.linkedin.com/company/egon-zehnder/	Leading Principals Michael Ensser, Chair; Edilson Camara, Chief Executive Officer
Year Established 1964	Estimated Revenue $883m
Number of Recruiters 560	Number of Offices 63
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure Flat Fee
Off-Limits Policy	Average Time to Completion on Assignments

Industry Focus

Academia/Higher Education
Consumer Goods & Services
Cleantech/Sustainability
Financial Services
Government
Healthcare
HR/Diversity
Industrial
Life Sciences
Legal/Compliance
Non Profit
Professional Services
Sports, Media & Entertainment
Technology
Retail
E-commerce
Apparel
Luxury
Restaurant
Leisure
Hospitality
Asset Management
Sovereign Wealth Funds
FinTech
Insurance
Private Equity
Risk Management
Wealth Management
Machinery & Industrial
Technology
Mining & Metals
Mobility & Automotive
Building Components
Chemical & Process Industries
Food & Agriculture
Arts & Culture
NGOs
Transportation & Logistics
Business Services
Real Estate Services
Technology & Communications
Enterprise Tech

Functional Expertise

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

Areas of Service

Executive Search
Succession Planning
Culture Advisory/Culture Shaping
Diversity, Equity + Inclusion
Board Services
Executive Coaching
Interim/Contingent Search
Leadership Consulting/Development
Onboarding
Succession Planning

Recently Completed Assignments

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

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

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.elliggroup.com



THE ELLIOT GROUP

Location 505 White Plains Rd suite 228 Tarrytown, NY www.theelliotgroup.com/ www.linkedin.com/company/the-elliot-group	Leading Principals 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
Year Established 1984	Estimated Revenue
Number of Recruiters 21	Number of Offices 6
Lowest Salary Handled, Average Salary Handled ($200,000,)	Geographical Concentration National
Professional Memberships	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Consumer Goods & Services	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Board Services Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments

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.®

Location 4040 North Central Expressway, Suite 730 Dallas, TX www.elliskirkgroup.com/ (214) 833-1170 www.linkedin.com/company/73049292/admin/feed/posts/	Leading Principals Matrice Ellis-Kirk, CEO; James O'Sullivan, Partner; Maura Bartley, Partner
Year Established 2021	Estimated Revenue
Number of Recruiters 3	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($225,000, $325,000)	Geographical Concentration National
Professional Memberships AESC	Fee Procedure
Off-Limits Policy 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.	Average Time to Completion on Assignments 5 months
Industry Focus Consumer Goods & Services Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Technology	Functional Expertise All Functions C Suite/President/Managing Partner
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

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.



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

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

Location 344 N Santa Cruz Ave Los Gatos, CA www.emorysearch.com (650) 823-6194 www.linkedin.com/company/emory-search-partners/	Leading Principals Teague Splaine, Founder & Managing Partner
Year Established 2016	Estimated Revenue
Number of Recruiters 2	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure Retained / Flat Fee
Off-Limits Policy 2 years	Average Time to Completion on Assignments 90-120 days
Industry Focus Technology Venture Capital Investment Professionals	Functional Expertise C Suite/President/Managing Partner Vice President Partner & General Partner
Areas of Service Executive Search Succession Planning Executive Coaching Leadership Consulting/Development Succession Planning	Recently Completed Assignments 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 & VP Marketing; Avi Networks, SVP Sales

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

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

ENERGY FOCUSED BOUTIQUE

EST. 1979



The Energists

Location 594 E. Colorado Blvd. #230 Pasadena, CA www.envisionnonprofit.com/ www.linkedin.com/company/envisionnonprofit/	Leading Principals Allison Fuller, Co-Founder; Matt Kamin, Co-Founder; Valerie Lord, Managing Director
Year Established 2010	Estimated Revenue
Number of Recruiters 20	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($85,000, $175,000)	Geographical Concentration National
Professional Memberships 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	Fee Procedure Retained search based on approximately 30% of first year salary
Off-Limits Policy No off-limits policy.	Average Time to Completion on Assignments 3 to 5 months
Industry Focus Non Profit	Functional Expertise 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
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments 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.



Location 1629 K Street N.W., Suite 300 Washington, D.C. www.esgisearch.com (202) 842-0441 www.linkedin.com/in/toevanscott	Leading Principals Evan Scott, CEO; Eric Allenson, Vice President, Research; Jenessa Hoffman, Principal
Year Established 2000	Estimated Revenue
Number of Recruiters 6	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($200,000, $450,000)	Geographical Concentration National and DC Region
Professional Memberships Homeland Security Defense Business Council	Fee Procedure Retained
Off-Limits Policy 1 Year	Average Time to Completion on Assignments 45 days
Industry Focus Government Professional Services Technology Federal Contractors who sell into the Federal Government	Functional Expertise 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
Areas of Service Executive Search Diversity, Equity + Inclusion Board Services	Recently Completed Assignments 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 Nothern Virginia region. All of our clients sell technology,services or products to the federal government

Executive Search Partners

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

"One of the top Search Companies in North America."



CONTACT US
www.execsearchparters.com
gerickson@execsearchpartners.com
(248) 470-9976

Executives Unlimited, Inc.

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

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.

THE EXEQFIND GROUP

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



Location 737 Bolivar Rd Cleveland, OH 44115 www.falcon-pe.com (216) 896-1010 www.linkedin.com/company/falcon-pe	Leading Principals Rob Huxtable, Partner; Lindsay Guzowski, Partner
Year Established 2011	Estimated Revenue $12m
Number of Recruiters 40	Number of Offices Remote first environment
Lowest Salary Handled, Average Salary Handled ($200,000, $325,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retained search billed at 1/3 of first year's cash compensation
Off-Limits Policy Client companies are off limits	Average Time to Completion on Assignments 13 weeks
Industry Focus Private Equity	Functional Expertise C Suite/President/Managing Partner
Areas of Service Executive Search Leadership Consulting/Development	Recently Completed Assignments

Firm Overview

Falcon is a retained executive search firm that exclusively serves middle market private equity firms and their portfolio companies across North America. We focus on CEO, CFO, COO, CMO, CRO, CIO, CTO and CHRO assignments.

Flatiron Search Partners

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

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.

FOCUS SEARCH PARTNERS
A Vaco Company

Location 5501 Virginia Way, Suite 120 Brentwood, TN 37027 focussearchpartners.com (615) 432-0523 www.linkedin.com/company/focus-search-partners-llc	**Leading Principals** Paul Frankenberg, Founder & Managing Partner; Adam Charlson, Managing Partner Nicole Inkrote, VP, Corporate Development; Managing Directors: Seth Blumenthal, Sandy Boyce, Mike Caggiano, Chris Cahill, Adam Charlson, Richard D'Antoni, Joe Solari, John Davidson, Lynn Durant, Steve Finder, Monica Foster, Teresa Hansen, Alesha Herbert, Jessica Kashyap, Andy Olson, Brad Olson, Keith Southerland, Ann Zeichner
Year Established 2001	**Estimated Revenue**
Number of Recruiters 45	**Number of Offices** 12
Lowest Salary Handled, Average Salary Handled ($200,000, $325,000)	**Geographical Concentration** Global
Professional Memberships BDO Alliance	**Fee Procedure** We work for clients on a cash retainer basis, with our retainer for professional services calculated at a percentage of the first year's estimated cash compensation for each individual employed. Cash compensation includes base salary and incentive compensation, defined as: sign-on, performance-based or variable / incentive bonus.
Off-Limits Policy One year non solicit for clients	**Average Time to Completion on Assignments** 90 days
Industry Focus Consumer Goods & Services Financial Services Healthcare Industrial Manufacturing & Distribution Technology Private Equity Deep Tech Space Tech	**Functional Expertise** CEO, CFO, COO, CTO, CIO, FP&A, Revenue Cycle
Areas of Service Executive Retained Search Interim Executive Search	**Recently Completed Assignments** CIO; Regional VP Operations; CFO; CHRO; COO; CEO; VP Revenue Cycle Management; Director FP&A

Firm Overview

Focus Search Partners is a leading provider of retained executive and interim search solutions and is renowned for building teams that grow companies. With over 45 employees and 19 partners located across the United States and internationally, Focus Search Partners specializes in the executive recruitment and board development for evolving and established businesses, both public and privately held. For more information, please visit focussearchpartners.com.

Frederickson Partners
A Gallagher Company

Location 655 Oak Grove Avenue #874 Menlo Park, CA www.fredericksonpartners.com (650) 614-0220 www.linkedin.com/company/fredericksonpartners	**Leading Principals** Valerie Frederickson, CEO and Founder; Tom Wilson, President; Randy Schmitz, Partner, Client Services; Beth Ann Namey, Partner; Benjamin Taylor, Partner
Year Established 1995	**Estimated Revenue**
Number of Recruiters >20	**Number of Offices** 10
Lowest Salary Handled, Average Salary Handled ($175,000, $325,000)	**Geographical Concentration** Global
Professional Memberships	**Fee Procedure** 33.3% OTE (cash compensation + bonus)
Off-Limits Policy	**Average Time to Completion on Assignments** 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.
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	**Functional Expertise** All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Board Services Interim/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	**Recently Completed Assignments** Peak Design, San Francisco-based Design Company – Head of People; International Manufacturer – Vice President of Product Management; Interstate Equities Corporation, Leading Real Estate & Investment Management Firm – Director of Human Resources; Headlands Research, Leading Health Technology Company – Chief People Officer

Firm Overview

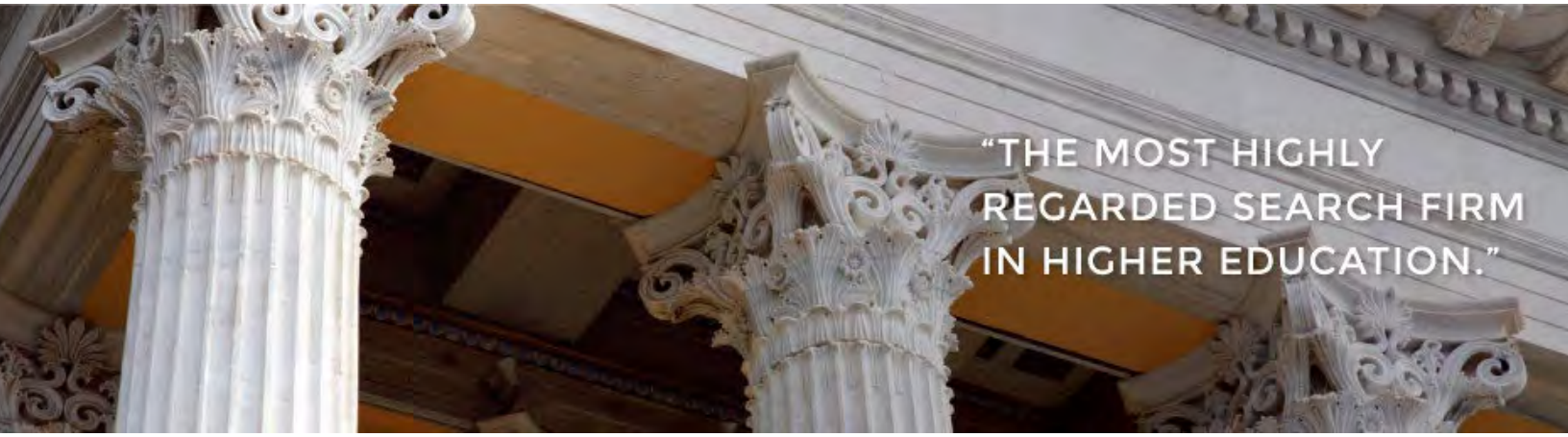
Frederickson Partners, a Gallagher (NYSE: AJG) company, is a premier retained executive search and advisory firm with a track record of over 28 years placing exceptional leaders for global companies. Frederickson is considered a thought-leader in human resources; diversity, equity and inclusion (DE&I); 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.



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

Firm Overview

FUNK™
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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



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

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.



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

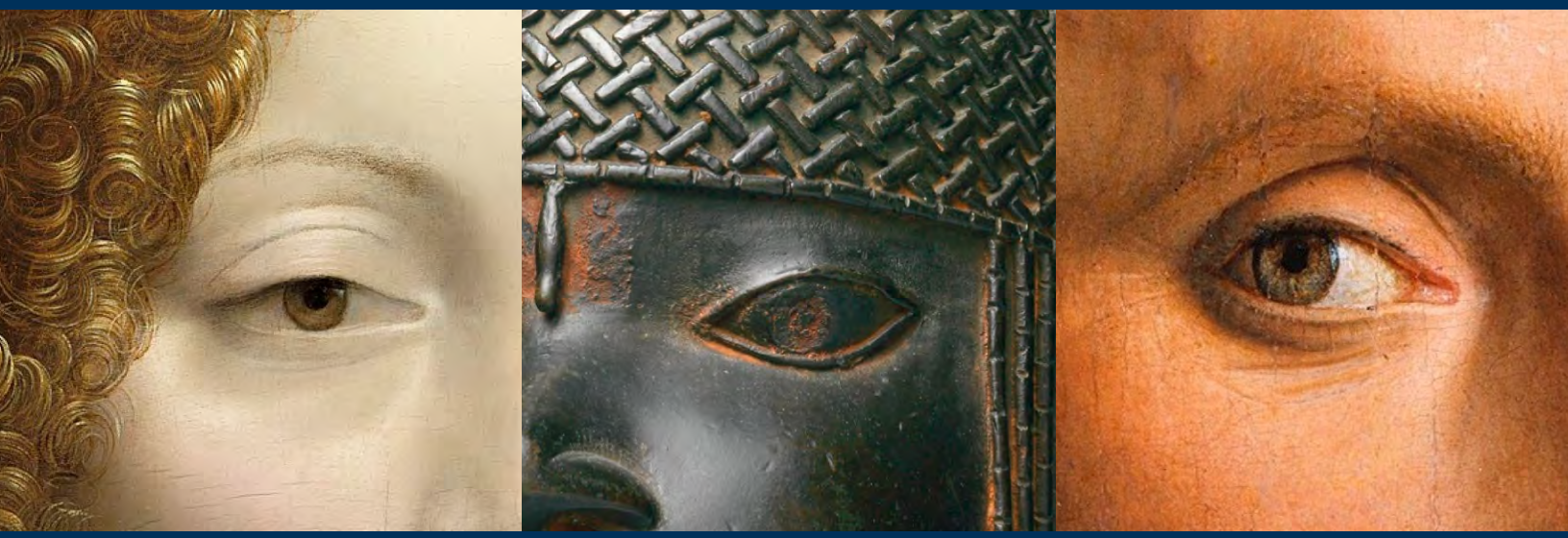
Firm Overview

We are a global boutique executive search firm focused on buyside roles.

GLOBAL SAGE

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



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

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

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

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.



Location 53S Main Street, Suite 300 Alpharetta, GA thegrantpartners.com/ (404) 395-8148 www.linkedin.com/company/the-grant-partners/	Leading Principals Ryan Grant, CEO and Founder; Krista Johnston, Vice President; Austin McKenna, Vice President
Year Established 2019	Estimated Revenue
Number of Recruiters 7	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($200,000, $350,000)	Geographical Concentration National
Professional Memberships The Association of Executive Search and Leadership Consultants (AESC), CFO Forum	Fee Procedure Executive Retained Search - 100% retained; one-third first year's total cash compensation (base + bonus)
Off-Limits Policy 12 months	Average Time to Completion on Assignments Under 90 days
Industry Focus Consumer Goods & Services Financial Services Industrial Technology Private Equity	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Finance Sales Marketing Revenue Growth Management R&D Supply Chain HR
Areas of Service Executive Search Succession Planning	Recently Completed Assignments 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.



Location 309 East Paces Ferry Rd NE, Suite 400 Atlanta, GA www.graywolftalent.com (678) 656-6605 www.linkedin.com/company/graywolf-talent	Leading Principals Jon Lohr, Founder
Year Established 2017	Estimated Revenue
Number of Recruiters 3	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($250,000, $450,000)	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments 3 months
Industry Focus Tech Private Equity Transportation Automotive	Functional Expertise CEO/President/General Manager C Suite SVP
Areas of Service Executive Search	Recently Completed Assignments 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

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.



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

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®

Location 42 Business Centre Drive, Suite 206 Miramar Beach, FL www.greenwoodsearch.com (850) 650-2277 www.linkedin.com/company/greenwood-asher-&-associates	Leading Principals Susanne Griffin, Vice President & 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
Year Established 2004	Estimated Revenue
Number of Recruiters 13	Number of Offices 7
Lowest Salary Handled, Average Salary Handled ($100,000+, $120,000 - $2,000,000)	Geographical Concentration National
Professional Memberships	Fee Procedure 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.
Off-Limits Policy GA&A does not recruit placements. In addition, we do not recruit direct reports of placements for a minimum of a year.	Average Time to Completion on Assignments Typically, 3-5 months, however, we work with our clients to establish a search calendar that works for them.
Industry Focus Academia/Higher Education Non Profit K-12	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments Florida Gulf Coast University, President; Louisiana State University, Executive Vice President & Provost; University of Kentucky, Executive Vice President for Health Affairs; Texas A&M University, Dean of the College of Arts & Sciences; Minnesota State University System, Chancellor

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.

GRIFFITH GROUP
EXECUTIVE SEARCH

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

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
INNOVATION + TALENT

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

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.

HARTZ SEARCH

Talent + Communication + Performance

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

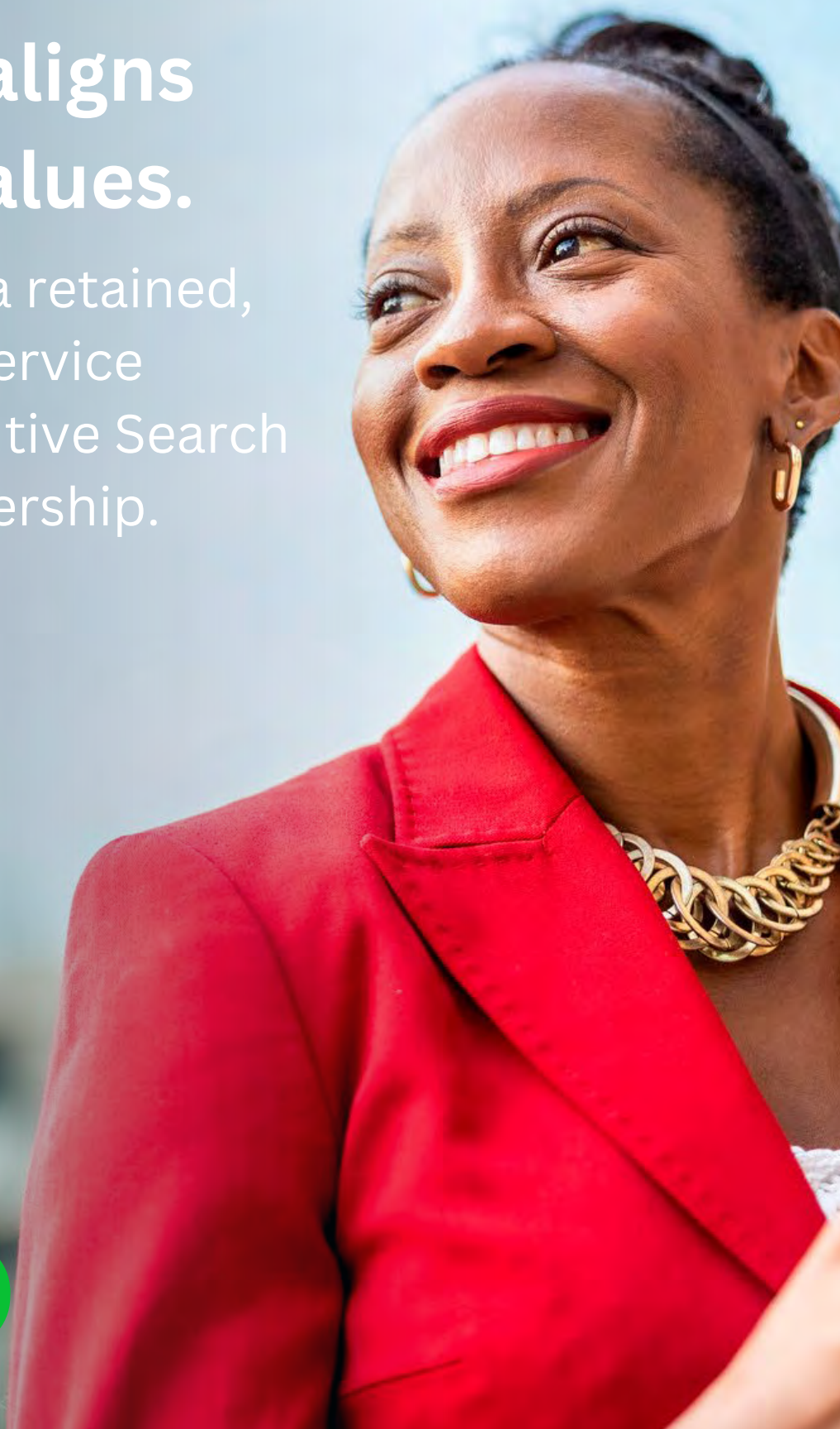
HARTZ Search is a service-oriented, specialty, retained search firm centered on healthcare and higher education operating from our headquarters in Charlotte, North Carolina with regional offices in Dallas, Texas and San Diego, California. HARTZ Search combines experience, market intelligence, intuition, 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.

HARTZ SEARCH

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

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

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.®



Location 58 West 40th Street, 13th Floor New York, NY henkelsp.com 212 600-2510 www.linkedin.com/company/hsp---henkel-search-partners/mycompany/	Leading Principals Eleni Henkel, Founder & CEO; Leah Trabich, Partner
Year Established 2011	Estimated Revenue
Number of Recruiters 30	Number of Offices 1 + Remote
Lowest Salary Handled, Average Salary Handled	Geographical Concentration North America
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Financial Services	Functional Expertise 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&A, Corp / Business Development
Areas of Service Executive Search	Recently Completed Assignments

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.



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

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.



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

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.



Location 10 S Riverside Plaza Chicago, IL hirewerx.com (866) 888-7773 www.linkedin.com/company/hirewerx/	Leading Principals Frank Scarpelli, Managing Partner
Year Established 2015	Estimated Revenue
Number of Recruiters 7	Number of Offices 1
Lowest Salary Handled, Average Salary Handled 120K. Average 250k Base but 350k average total compe with base/bonus (this does not include equity)	Geographical Concentration National
Professional Memberships Society for Human Resource Management; Executives Club of Chicago, ACG - Association for Corporate Growth	Fee Procedure For Search: Hybrid: Retained/Contingent. 33.3% up front, 66.6% upon completion. Consulting is hourly or flat fee.
Off-Limits Policy 24-48 months	Average Time to Completion on Assignments 45-60 days
Industry Focus Private Equity Financial Services Healthcare Legal/Compliance Professional Services Technology Software (SaaS) AI/ML, Data, and Cybersecurity	Functional Expertise 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 Chief Information Officer
Areas of Service 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	Recently Completed Assignments 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

hirewerx
talent solutions

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

LEARN MORE



HOWARD & O'BRIEN™
EXECUTIVE SEARCH

Location 3695 Green Road #221015 Cleveland, OH www.howardobrien.com (216) 514-8980 www.linkedin.com/company/howard-&-o'brien-associates/	Leading Principals Lee Ann Howard, Founder & CEO; Tina Darcy, Partner; John Scheatzle, Partner
Year Established 2002	Estimated Revenue
Number of Recruiters 12	Number of Offices
Lowest Salary Handled, Average Salary Handled ($240,000, N/A)	Geographical Concentration National
Professional Memberships Association of Executive Search Consultants (AESC)	Fee Procedure Fees are one third of total annual compensation
Off-Limits Policy We do not recruit the successful candidate and we do not recruit employees from our clients.	Average Time to Completion on Assignments 18 weeks
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Professional Services Sports, Media & Entertainment Technology	Functional Expertise 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 General Management Sales and Marketing Team Builds
Areas of Service Executive Search Board Services Executive Coaching Leadership Consulting/Development Onboarding Succession Planning	Recently Completed Assignments

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).

INTERNATIONAL EXECUTIVE SEARCH FEDERATION

Location www.iesf.com www.linkedin.com/company/international-executive-search-federation/	Leading Principals Gertjan van de Groep, President; Stephan Löw, Treasurer; Claudia Montedónico, Asiapac; Adelina Rosca, Europe; Emmanuel White, Leadership Council for AsiaPac
Year Established 2002	Estimated Revenue
Number of Recruiters 250	Number of Offices 50
Lowest Salary Handled, Average Salary Handled (N/A, $120,000)	Geographical Concentration Global
Professional Memberships IESF is a global group of 26 local well established firms	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments Depending per country/partner, between 2-3 months
Industry Focus Leadership & Talent Services Legal, Oil, Gas & Chemicals Construction Logistics & Transport Banking & Financial Apparel & Luxury Professional Services & Government Life Sciences Renewable Energy & Sustainability IT Media & Communications Retail & FMCG Manufacturing Automotive Agribusiness	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Chief Development/ Advancement Officer
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments

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.

IIC Partners
Executive Search Worldwide

Location iicpartners.com/ www.linkedin.com/company/iic-partners/	Leading Principals Charlotte Eblinger-Mitterlechner, Chair; Renee Arrington, Vice Chair, Americas; Roberto Ravagnani, Vice Chair, EMEA Allan Laurie, Vice Chair, Asia Pacific Christine Hayward, Executive Director
Year Established 1986	Estimated Revenue
Number of Recruiters 450	Number of Offices 40
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships AESC, Chambers of Commerce, HR Associations	Fee Procedure Retained search - three installments
Off-Limits Policy Dependent on Local Market	Average Time to Completion on Assignments Dependent on local market
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Private Equity Professional Services Sports, Media & Entertainment Technology	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Board Services Executive Coaching Interim Leadership Consulting/Development Onboarding Succession Planning Talent Mapping, Fractional Leadership, Business Transformation	Recently Completed Assignments 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.

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

Location Iintersearch.org/ www.linkedin.com/company/intersearch	Leading Principals 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
Year Established 1989	Estimated Revenue $200m
Number of Recruiters 504 consultants and 416 researchers globally	Number of Offices 90+
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships InterSearch members belong to the most relevant local and international industrial and professional associations	Fee Procedure Retained, mainly based on annual compensation %, occasionally flat fee
Off-Limits Policy Minimum 12 months; in case of global frame agreement as long as the frame agreement lasts	Average Time to Completion on Assignments 2 months
Industry Focus Consumer Goods & Services Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Non Profit Professional Services Technology Energy&Renewables Infrastructure&Construction Start-up & Venture Capital	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services	Recently Completed Assignments

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.

ISAACSON, MILLER

Location 263 Summer Street, 7th Floor Boston, MA www.imsearch.com (617) 262-6500 www.linkedin.com/company/isaacson-miller	Leading Principals 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: www.imsearch.com/who-we-are/our-people
Year Established 1982	Estimated Revenue $52m
Number of Recruiters 143	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($180,000, $300,252)	Geographical Concentration National
Professional Memberships American Council on Education; Association to Advance Collegiate Schools of Business; National Association of College and University Business Officers	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments 7.85 months
Industry Focus Academia/Higher Education Healthcare HR/Diversity Non Profit	Functional Expertise All Functions
Areas of Service Executive Search	Recently Completed Assignments 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.

ivy group

Location First Canadian Place, 100 King St., West, Suite 5700 Toronto, ON myivy.co www.linkedin.com/company/ivy-group-inc/mycompany/	Leading Principals Tracy Posner, Founding Partner; Catherine Graham, Founding Partner; Emily Murgatroyd
Year Established 2020	Estimated Revenue $2m
Number of Recruiters 12	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($90,000, $220,000)	Geographical Concentration National
Professional Memberships	Fee Procedure 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 "retingency" 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments 90 days
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Private Equity	Functional Expertise C Suite/President/Managing Partner
Areas of Service Executive Search Outplacement Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments 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

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.



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

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.



Location 702 King Farm Blvd., Suite 220 Rockville, MD 20850 jdgsearch.com/ (301) 340-2210 www.linkedin.com/company/jdg-associates/	Leading Principals Darren DeGioia, President; Angela Goehl, VP and Chief Legal Officer
Year Established 1973	Estimated Revenue
Number of Recruiters 7	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $250,000)	Geographical Concentration National
Professional Memberships Minority Business Roundtable, ASAE	Fee Procedure 30% of the starting base salary
Off-Limits Policy None	Average Time to Completion on Assignments 3-4 months
Industry Focus Government Professional Services Corporate Associations Professional Societies	Functional Expertise 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
Areas of Service Executive Search	Recently Completed Assignments 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.



Location 200 Park Avenue New York, NY jensen-partners.com/ (212) 457-0062 www.linkedin.com/company/jensen-partners	Leading Principals Sasha Jensen, CEO & Founder; Julie Joyce, COO
Year Established 2012	Estimated Revenue
Number of Recruiters 38	Number of Offices 5
Lowest Salary Handled, Average Salary Handled ($500,000, $1,500,000)	Geographical Concentration Global
Professional Memberships WBENC	Fee Procedure Conversation required
Off-Limits Policy 1 year from contract	Average Time to Completion on Assignments 70 to 100 days
Industry Focus Financial Services HR/Diversity	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Leadership Consulting/Development	Recently Completed Assignments 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

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.

JENSEN
PARTNERS

EXECUTIVE SEARCH

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

FAST COMPANY

World's Most Innovative Companies 2023

JGA PARTNERS

Location JGA Partners New York, NY 10174 www.jgapartners.com (917) 972-5770 www.linkedin.com/company/jga-partners-llc	Leading Principals James Abruzzo, Managing Partner; Daniel Sexton, Managing Director; Hana Gregus, Principal
Year Established 2015	Estimated Revenue
Number of Recruiters 4	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($100,000, $300,000)	Geographical Concentration National
Professional Memberships International Retained Search Association. (IRSAonline.org), Referral partner of ESIX (Executive Search Information Exchange)	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments 90 days
Industry Focus HR/Diversity Professional Services Executive Search for Executive Search Leadership Advisory	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Principal, Knowledge Manager
Areas of Service Executive Search Leadership Consulting/Development#Onboarding	Recently Completed Assignments

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

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

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.



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

KAPLAN PARTNERS

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

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.



Location	Leading Principals
10th Floor, Barrington Tower, Scotia Square, 1894 Barrington Street Halifax, NS www.kbrs.ca (866) 822-6022 www.linkedin.com/company/kbrs/	Kevin Stoddart, Managing Partner; Katherine Risley, Managing Partner; Andrea Forbes Hurley, Managing Partner
Year Established 1975	**Estimated Revenue**
Number of Recruiters 12	**Number of Offices** 4
Lowest Salary Handled, Average Salary Handled	**Geographical Concentration** National
Professional Memberships KBRS is a member of AESC	**Fee Procedure**
Off-Limits Policy	**Average Time to Completion on Assignments**

Industry Focus		Functional Expertise	
Academia/Higher Education	HR/Diversity	All Functions	Human Resources
Consumer Goods & Services	Industrial	C Suite/President/Managing Partner	Diversity, Equity & Inclusion (DE+I)
Cleantech/Sustainability	Legal/Compliance	Vice President	Chief Information Security Officer/ Cybersecurity
Financial Services	Non Profit	Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer	
Government	Professional Services	Legal/Compliance	
Healthcare	Technology		

Areas of Service		Recently Completed Assignments
Executive Search	Executive Coaching	
Succession Planning	Interim/Contingent Search	
Culture Advisory/Culture Shaping	Leadership Consulting/ Development	
Diversity, Equity + Inclusion	Onboarding	
Outplacement	Succession Planning	
Board Services		

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.

Kelly & Company

A Commitment to Relationships

Location 1350 Avenue of the Americas, Floor 2 New York, NY kellyandco.com (212) 554-4175 www.linkedin.com/company/kelly-&-company	Leading Principals William Kelly, President; Joy Kelly, Senior Vice President of Research & Recruiting; Kristen McNally, Senior Vice President of Operations
Year Established 1996	Estimated Revenue $1m
Number of Recruiters 5	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($250,000, $400,000)	Geographical Concentration Global
Professional Memberships 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)	Fee Procedure 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.
Off-Limits Policy 1 Year	Average Time to Completion on Assignments 60 days
Industry Focus Financial Services Healthcare HR/Diversity Professional Services Technology Health & Welfare Retirement services	Functional Expertise All functional areas in Employee Benefits, C-Suite, Strategy, Product, Technology, Operations, and Sales Marketing
Areas of Service Executive Search	Recently Completed Assignments Chief Commercial Officer; Chief Revenue Officer; Chief Product Officer; Chief Operations Officer; Chief Technology Officer; Chief Pharmacy Officer; Chief Actuary / Health & Benefits; Global Head of Corporate Employee Benefits; National Head of Sales and Marketing; Executive Vice President / Channel Development

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.

KEVIN CHASE
executive search group

Location 1800 Hi Point Street Los Angeles, CA kevinchasesearch.com/ (323) 930-8948 www.linkedin.com/company/6439930/	**Leading Principals** Kevin Chase, Managing Partner; Catie DiFelice, Sr. Associate
Year Established 2015	**Estimated Revenue**
Number of Recruiters 5	**Number of Offices** Remote
Lowest Salary Handled, Average Salary Handled	**Geographical Concentration** National
Professional Memberships National LGBT Chamber of Commerce. California Small Business Enterprise.	**Fee Procedure** Retained search only. Flat fee, indexed to organizational budget/fundraising revenue. Fee is billed in four equal installments over the course of the search.
Off-Limits Policy 12 months following completion of the search	**Average Time to Completion on Assignments**
Industry Focus Non Profit Policy Advocacy Health & Wellness Community Based Services Social & Racial Justice Human Rights	**Functional Expertise** 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
Areas of Service Executive Search Diversity, Equity + Inclusion Board Services Succession Planning	**Recently Completed Assignments** 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

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.

KHC

Location 331 Park Ave New York, NY 10010 thekhc.co (646) 810-0500 www.linkedin.com/company/khc	Leading Principals Karen Harvey, Founder & CEO, Karen Harvey Consulting Group and Fashion Tech Forum; Jenna Blaha, Global Managing Director, Executive Search; Director, Media and Collaborations, KHC and Fashion Tech Forum; Maia Wojcik, Partner, Chief Brand Officer, KHC and Fashion Tech Forum; Lauren Dyer, Partner, Global Managing Director, Creative Search
Year Established 2001	Estimated Revenue
Number of Recruiters 9	Number of Offices 3
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure Fees are 30% of first year cash compensation including base and bonus
Off-Limits Policy Current and active clients within one year are hands-off	Average Time to Completion on Assignments 90-100 days
Industry Focus Consumer Goods: Fashion, Retail, Beauty, Lifestyle, Luxury	Functional Expertise C Suite/President/Managing Partner
Areas of Service Executive Search Culture Advisory/Culture Shaping Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments

Firm Overview

KHC is a female-founded, female-run international Executive Search and Advisory Services firm that has altered the brand and talent landscape across fashion, retail and luxury for the past 23 years.

Through Talent Strategy, Executive Search, Thought Leadership and Brand Development, we empower leaders to change the arc of their businesses today to recalibrate for tomorrow.

KHC

THEKHC.CO
INFO@THEKHC.CO

NEW YORK LONDON PARIS

FTF



Karen Harvey launched Fashion Tech Forum in 2014 to bring together the leaders and visionaries shaoping these intersecting industries, to foster conversation and collaboration for the future.

Kincannon & Reed

Location 4250 North Fairfax Drive, Suite 600 Arlington, VA www.krsearch.com/ (540) 941-346 www.linkedin.com/company/kincannon-&-reed/	Leading Principals Gary Weihs, Managing Partner; Jim Gerardot, Managing Partner; John Wright, Managing Partner; Jon Leafstedt, Managing Partner; David Turner, Managing Partner & Chairman of the Board
Year Established 1981	Estimated Revenue
Number of Recruiters 20	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled (N/A, $250,000)	Geographical Concentration Global
Professional Memberships Association of Executive Search Consultants	Fee Procedure 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.
Off-Limits Policy 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 & Reed will not directly or indirectly recruit the hiring manager or direct reports to the placed candidate.	Average Time to Completion on Assignments 12-15 weeks
Industry Focus Food & Ag all their subsectors	Functional Expertise All Functions C Suite/President/Managing Partner Vice President Human Resources
Areas of Service Executive Search Succession Planning Board Services Executive Coaching Leadership Consulting/Development	Recently Completed Assignments

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.

Location New York, NY www.kingsleygate.com www.linkedin.com/company/kingsley-gate	Leading Principals 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
Year Established 2015	Estimated Revenue
Number of Recruiters 73	Number of Offices 28
Lowest Salary Handled, Average Salary Handled ($300,000, $450,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 33.3% of the first year's total cash compensation (base salary plus any target cash bonus, including sign-on bonus)
Off-Limits Policy We have no official off-limits policy	Average Time to Completion on Assignments 126 Days
Industry Focus Consumer Goods & Services Financial Services Healthcare Industrial Life Sciences Professional Services Technology	Functional Expertise All Functions
Areas of Service Executive Search Leadership Advisory	Recently Completed Assignments

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

KINSLEY | SARN
EXECUTIVE SEARCH

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

KIRK PALMER ASSOCIATES

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

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.

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

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.



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

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

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

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.

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

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.

Lancor

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

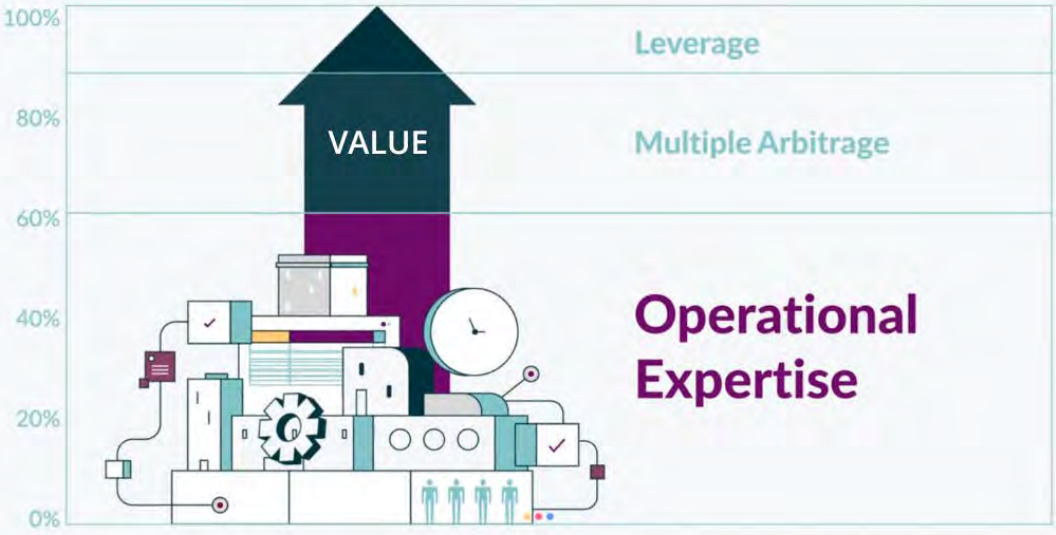
With six offices around the world, our network enables our partners to suggest possible talent solutions within days or even hours.

LAB
Lancor's Advisory Business

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.



lancor.com

LANTERN
PARTNERS

Location 332 S Michigan Ave, Suite 121 # 5353 Chicago, IL 60604 www.lanternpartners.com (312) 618-1520 www.linkedin.com/company/lantern-partners	Leading Principals Christopher Morgan/Managing Partner; Paul Maranville/Managing Partner; Sarah Zielke/Partner; Timothy Donohue/Partner; Collin Sprau/Partner
Year Established 2003	Estimated Revenue
Number of Recruiters 10	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($300,000, $500,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retained
Off-Limits Policy Entire company for at least 1 year, and significantly longer in many cases	Average Time to Completion on Assignments 90 days
Industry Focus Healthcare Life Sciences Professional Services Technology	Functional Expertise C Suite/President/Managing Partner CEOs and their direct reports Board of Directors
Areas of Service Executive Search Board Services Onboarding	Recently Completed Assignments Please see our website.

Firm Overview

Lantern Partners is a premier, retained, executive recruitment firm, focused on C-suite and executive leadership positions for pioneering, investor-backed companies in the technology, professional services, and healthcare/life sciences industries. With its proven, competency-based recruitment methodology and stick rates that significantly outperform industry averages, Lantern is known for recruiting leadership teams that create significant shareholder value.

THE LAPHAM GROUP, INC.

RETAINED EXECUTIVE SEARCH TO THE GLOBAL INSURANCE INDUSTRY

Location 80 Park Avenue, Third Floor New York, NY www.thelaphamgroup.com (212) 599-0644 www.linkedin.com/company/the-lapham-group-inc./	Leading Principals Craig Lapham, Managing Partner; Ann Marie Pizzariello, Operating Partner; Kate Mulcahy, Director of Research; Emma Stepanik, Direcor of Administration
Year Established 1997	Estimated Revenue $3m
Number of Recruiters	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($250,000, $400,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 33.3% of total cash compensation
Off-Limits Policy 12 months	Average Time to Completion on Assignments 90 days
Industry Focus Financial Services HR/Diversity Insurance Private Equity	Functional Expertise C Suite/President/Managing Partner CFO
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services	Recently Completed Assignments 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

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 managment.



Location 285 Madison Ave 17th floor New York, NY www.leathwaite.com/ LinkedIn.com/company/Leathwaite	Leading Principals Co-Managing Partners Tom Pemberton and Martha Harvey-Jones
Year Established 1999	Estimated Revenue
Number of Recruiters ~50	Number of Offices 7
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Consumer Markets Financial Services Healthcare and Life Sciences Industrial Markets Private Equity and Venture Capital Professional Services Public and Not-for-Profit Real Estate Technology and Telecoms	Functional Expertise HR Finance and Audit Operations and Supply Chain Technology and Digital Marketing, Product and Sales Strategy and Transformation Legal, Risk and Compliance CEO and Board
Areas of Service Executive Search Executive Interim Data and Insights	Recently Completed Assignments

Firm Overview

At Leathwaite, we know the corporate officer and corporate function landscape better than anyone – because it's been at the core of what we do for more than 20 years. We're the functional search specialists.

Our unique position at the center 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.

But we don't just provide talent, we actively participate, sharing views on how the landscape is shifting and what great should and could look like. We challenge our clients to think differently and creatively around the future shape of their leadership. We place senior leaders across technology, HR, finance, operations and supply chain, strategy and transformation, product, sales and marketing, and legal risk and compliance.

LHH | Knightsbridge

Location 320 Bay Street Toronto, ON www.lhh.com/ca/en/individuals/about-us/executive-search/ www.linkedin.com/company/knightsbridge-human-capital-solutions/about/	Leading Principals Bruce Diemert, Partner; Tim Hewat, Partner; Lisa Knight, Managing Partner, Executive Search; Janice Kussner, Partner; Larry Ross, Partner
Year Established 2001	Estimated Revenue
Number of Recruiters 30	Number of Offices 6
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships AESC, CCDI, Pride at Work, BlackNorth Initiative - Signatories - BlackNorth Initiative	Fee Procedure Retained. Fee based on percentage of total compensation.
Off-Limits Policy 12 months	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Finance & Accounting Sales & Marketing Operations Interim Management
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Board Services Executive Coaching Interim Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments CEO - Investment Management Company; CHRO - Insurance Company; Chief People Officer - Municipal Government; CFO - Government Regulatory Organization; Vice President, Sales - Consumer Products Company; Chief Financial & Operational Officer, Asia - Media and Entertainment Company; Chief Customer Experience Officer - Cannabis Company

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.

LHH | Knightsbridge

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
- TaraLee.Chou@lhhknightsbridge.com



Location	Leading Principals
131 Dartmouth Street, 3rd Floor Boston, MA 02117 www.lindauerglobal.com (617) 262-1102 www.linkedin.com/company/lindauer	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
Year Established 1997	**Estimated Revenue** $10m
Number of Recruiters 22	**Number of Offices** 3
Lowest Salary Handled, Average Salary Handled ($100,000, $200,000)	**Geographical Concentration** Global
Professional Memberships Network for Nonprofit Search Consultants	**Fee Procedure**
Off-Limits Policy	**Average Time to Completion on Assignments** 4 months
Industry Focus Academia/Higher Education Healthcare HR/Diversity Non Profit Advocacy + Social Enterprise Arts + Culture Foundations Policy + Advocacy	**Functional Expertise** C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I) Executive + Administrative Leadership Advancement + Fundraising Communications + Marketing Analytics + Data Science Information Systems Operations + Finance Constituent Engagement
Areas of Service Executive Search Diversity, Equity + Inclusion	**Recently Completed Assignments** 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

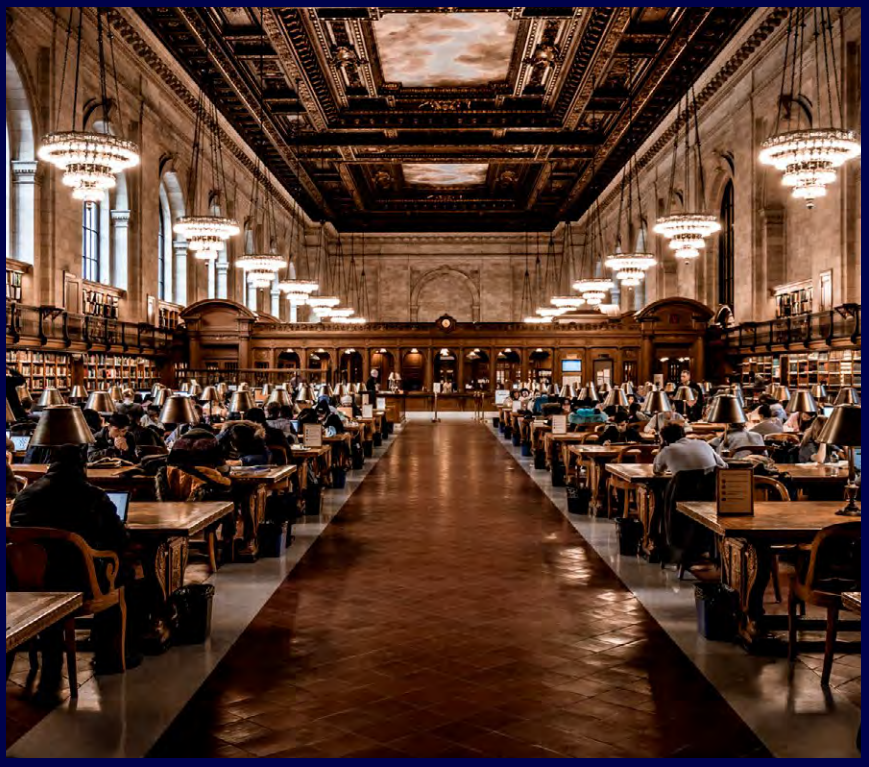
Lindauer is proud to be one of the world's leading retained executive search firms focused on nonprofits, recognized by clients, candidates, and peers in Forbes Best Executive Search Firms and in Women of Color in Philanthropy's Top 10 Search Firms for Women of Color, and placed on Hunt Scanlon's Top 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.

LINDAUER®

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

LOCHLIN LP PARTNERS

Location 1818 Library Street, Suite 500 Reston, VA 20190 lochlinpartners.com (703) 584-3210 www.linkedin.com/company/lochlin-partners	Leading Principals Patrick Friel, Managing Partner; Liza Wright, Managing Partner; Vickie Moore, Client Partner; Deb Schonberger, Client Partner
Year Established 2008	Estimated Revenue
Number of Recruiters 5	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($275,000, $400,000)	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy We will not recruit any executive from our client for a period of 12 months from the hire date of the new executive. Additionally, we will not recruit the successful placement during their employment with the client organization.	Average Time to Completion on Assignments 90-120 days
Industry Focus Financial Services Government Healthcare Life Sciences Association Non Profit Technology	Functional Expertise C Suite/President/Managing Partner Vice President CFO Finance Chief of Staff Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance Human Resources Diversity, Equity & Inclusion (DE+I)
Areas of Service Executive Search Succession Planning Executive Coaching Leadership Consulting/Development Onboarding	Recently Completed Assignments

Firm Overview

Lochlin Partners is a world-class boutique executive search firm offering an unparalleled commitment to our clients' interests and needs. Founded in 2008, we quickly evolved into a premiere boutique executive search firm. Each of our Managing Partners has been in the search business for twenty-five years or more. We have all been Partners in one of the four large international firms, and in most cases, have run major offices or practices. The firm is headquartered in Reston, Virginia, with an office in Ft. Worth, Texas.



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

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.

LONG RIDGE PARTNERS



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

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

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.

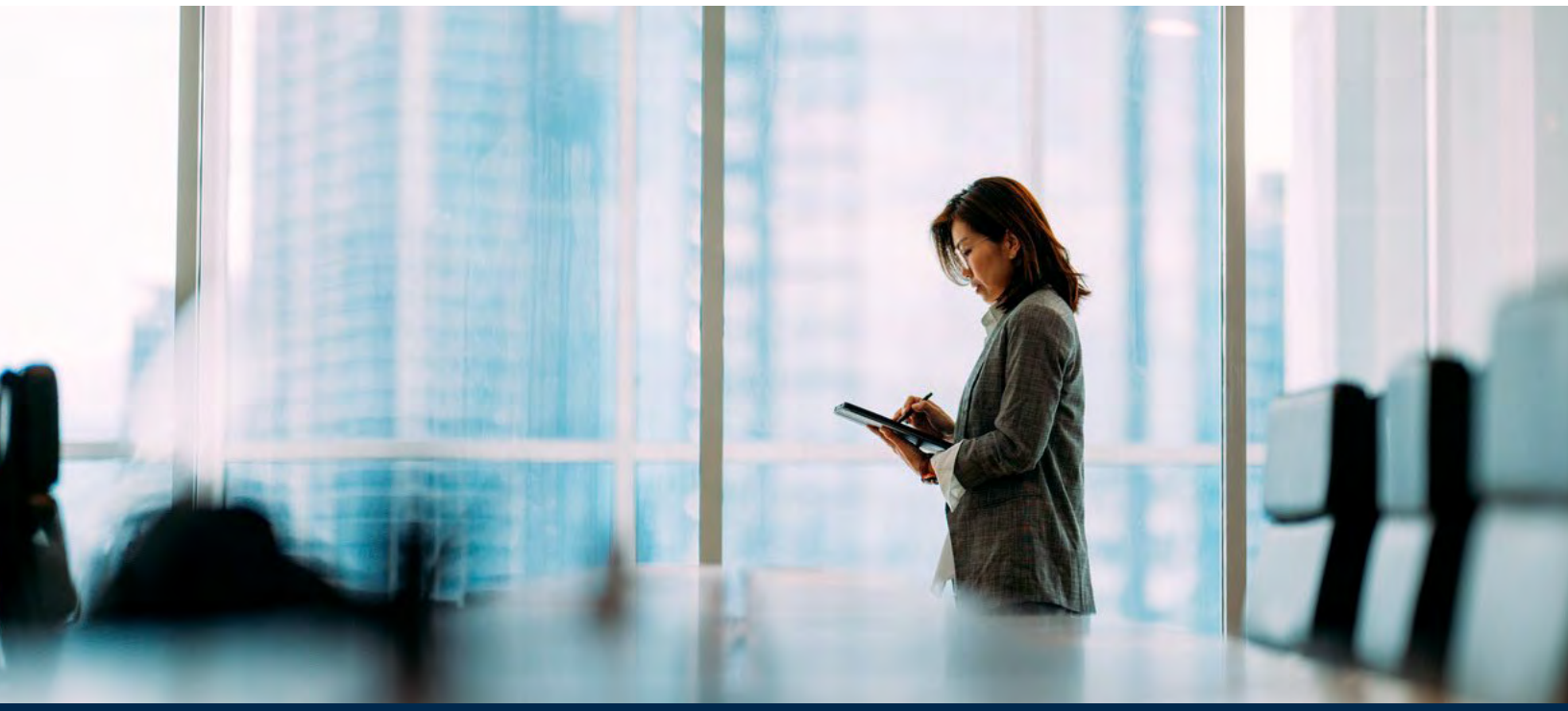
MAGRUDER EXECUTIVE SEARCH

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

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.

Mark Magruder, President | mdm@magruderexecutivesearch.com | https://magruderexecutivesearch.com/

MALINHUGHES

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

Firm Overview

MARTIN PARTNERS

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

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.

MasseyHenry

Location 2700 – 161 Bay Street, TD Canada Trust Tower Toronto, ON masseyhenry.com/ (416) 728-6500 ca.linkedin.com/company/massey-henry	**Leading Principals** Michael Henry, Managing Partner; John Sanders, Senior Partner, Board & CEO Services; Charlotte Berry, Partner; Alex Bunyan, Partner & Co-Head, Leadership Practice; Elaine Lajeunesse, Partner & Co-Head, Leadership Practice
Year Established 2021	**Estimated Revenue**
Number of Recruiters 11	**Number of Offices** 2
Lowest Salary Handled, Average Salary Handled	**Geographical Concentration** Canada, USA
Professional Memberships Women Get on Board, BoardShift, Canadian Council for Aboriginal Business, The Black Opportunity Fund	**Fee Procedure** Fixed fee or a percentage of the successful candidate's base salary
Off-Limits Policy 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.	**Average Time to Completion on Assignments** 10 weeks
Industry Focus Financial Services	**Functional Expertise** C-Suite Board SVP Risk Regulatory HR Cybersecurity Payments Lending Syndication Investment Finance Operations Digital Transformation
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	**Recently Completed Assignments** Board Director / Trustee; President; Chief Client Experience Officer; Chief Product Officer; Chief Risk Officer; Chief Compliance Officer; Chief Investment Officer; Chief Operating Officer; Chief Payments Officer; Chief Delivery Officer; EVP, Digital & Transformation; SVP, Supervision; SVP, Digitization; SVP, Referred Sales

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.



Location 1740 Broadway, 15th Floor New York, NY www.mccormackkristel.com/ (212) 531-5003 www.linkedin.com/company/mccormack-kristel/	Leading Principals Michelle Kristel, Managing Partner
Year Established 1993	Estimated Revenue
Number of Recruiters 5	Number of Offices 6
Lowest Salary Handled, Average Salary Handled ($200,000, $225,000)	Geographical Concentration National
Professional Memberships NNSC - Network of Nonprofit Search Consultants, NGLCC - National LGBT Chamber of Commerce	Fee Procedure
Off-Limits Policy 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.	Average Time to Completion on Assignments 5 months
Industry Focus Healthcare Non Profit Philanthropy	Functional Expertise C-Suite
Areas of Service Executive Search	Recently Completed Assignments 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

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

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

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™

Location America Tower, 2929 Allen Parkway, Suite 200 Houston, TX www.mercuriurval.com (669) 235-7050 www.linkedin.com/company/mercuri-urval/	Leading Principals Richard Moore, CEO & Partner; Tomas Hedström, CFO & Partner; Sofia Hjort Lönegård, Head of Marketing & Communications; Robin Karlestedt, Central Talent Manager & Partner; Rik Zuidmeer, Head of International Business & Partner
Year Established 1967	Estimated Revenue
Number of Recruiters 270	Number of Offices 40
Lowest Salary Handled, Average Salary Handled ($130,000, $180,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 33.3% upfront, 33.3% after Candidate presentation, 33.3% after closing of assignment.
Off-Limits Policy 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.	Average Time to Completion on Assignments 60 days
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Government HR/Diversity Industrial Life Sciences Professional Services Sports, Media & Entertainment Technology Automotive Aeronautics	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/ Development Succession Planning	Recently Completed Assignments

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

Location Middletown, CT www.themillardgroup.com (860) 344-5920 www.linkedin.com/company/themillardgroup/	Leading Principals Craig Millard, Managing Partner, Co-founder; Paul Millard, Managing Partner, Co-founder
Year Established 1996	Estimated Revenue $10m
Number of Recruiters 15	Number of Offices
Lowest Salary Handled, Average Salary Handled ($100,000-$200,000, $300,000 - $1,000,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments 87 days
Industry Focus Cleantech/Sustainability Technology SaaS Cybersecurity Enterprise Software Iot/Ot E-Commerce Internet Telecom Networking Supply Chain	Functional Expertise Revenue and GTM as well as C/VP Suite – sales, marketing, operations; CEO; Board; Fractional Executive / Interim, finance, and product
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development	Recently Completed Assignments (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.

EXECUTIVE SEARCH & RECRUITMENT
Pharmaceutical | Biotechnology Industry Specialists

Miras SEARCH PARTNERS

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

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.



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

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**

www.modernexecutivesolutions.com

MORGAN SAMUELS COMPANY

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

Firm Overview

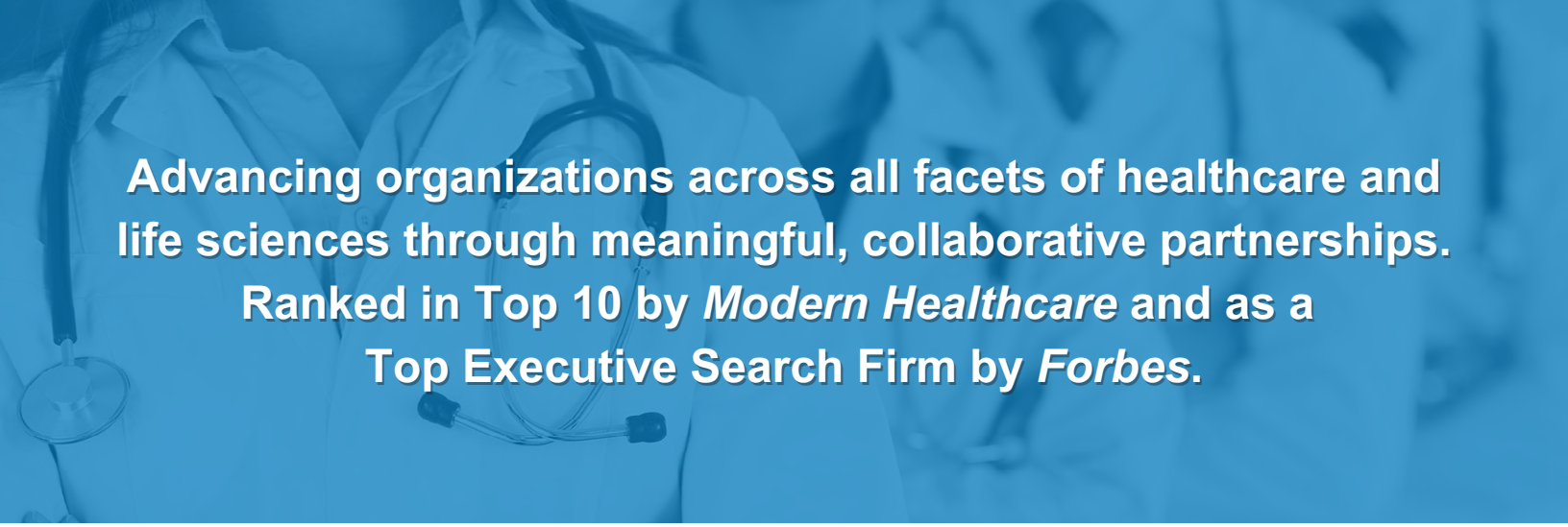
Morgan Samuels is a leading executive search firm revolutionizing the industry. Recognized as a top firm by Forbes, Hunt Scanlon, and business journals, Morgan Samuels consistently outperforms industry standards. With a personal, passionate, and comprehensive approach to executive search, the firm places 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

Location MPI-Companies.com (Furstgroup.com / NuBrickPartners.com) www.linkedin.com/company/furst-group/ www.linkedin.com/company/nubrick-partners/	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)
Year Established 1984	Estimated Revenue
Number of Recruiters N/A	Number of Offices 11
Lowest Salary Handled, Average Salary Handled N/A	Geographical Concentration National
Professional Memberships AESC / IIC Partners	Fee Procedure 33% retained only for search - fee based consulting for NuBrick Partners
Off-Limits Policy 1 year	Average Time to Completion on Assignments 117 days
Industry Focus Healthcare Life Sciences PE / VC / Family Office	Functional Expertise 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
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Executive Coaching Leadership Consulting/Development	Recently Completed Assignments 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 & Inclusion Officer - Baystate Health; Chief Health and Science Officer - American Medical Association

Firm Overview

Management Partners, Inc. (MPI) is comprised of three interconnected companies—Furst 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*.

FurstGroup
An MPI Company

Healthcare Executive Search

furstgroup.com

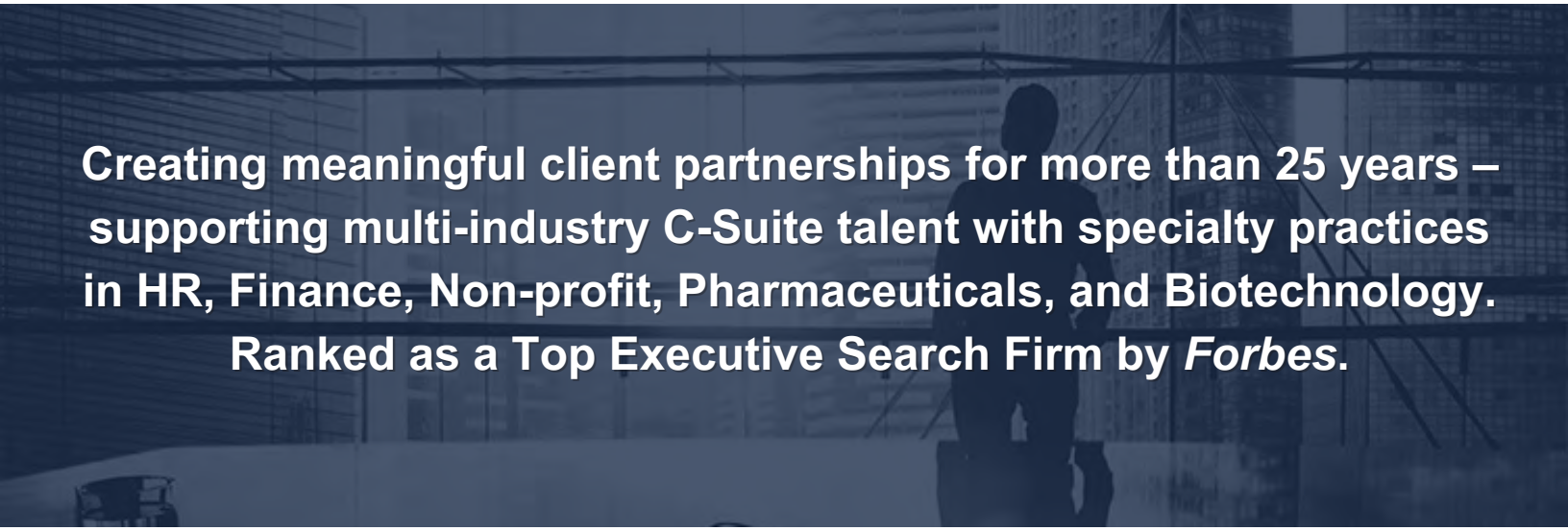


Transforming organizations through a systemic, holistic approach to leadership effectiveness that provides a competitive edge by developing high-performing executive leaders and teams.

NuBrickPartners
An MPI Company

Leadership Development

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*.

salveson stetson Group
An MPI Company

Retained Executive Search

ssgsearch.com

Location 1150 First Avenue, Suite 501 King of Prussia, PA www.n2growth.com/ (800) 944-4662 www.linkedin.com/company/n2growth	Leading Principals Kelli Vukelic, Chief Executive Officer; James Hotaling, President and Global Head of Leadership & 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
Year Established 2006	Estimated Revenue
Number of Recruiters 210	Number of Offices 27
Lowest Salary Handled, Average Salary Handled ($300,000, $425,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 29.5% of the candidate's first-year on-target earnings
Off-Limits Policy Placed candidate, their superior(s), and direct report(s) are off limits.	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Technology	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Executive Coaching Leadership Consulting/Development Succession Planning Retained Board Search Board Effectiveness Solution Market Mapping	Recently Completed Assignments 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

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.



Location 2603 Camino Ramon, Suite 200 San Ramon, California 94583 www.ngs-global.com (212) 626-6630 www.linkedin.com/company/ngs-global	Leading Principals David Nosal, Chairman and CEO
Year Established 2005	Estimated Revenue $30m +
Number of Recruiters ~50	Number of Offices 22
Lowest Salary Handled, Average Salary Handled $200k on low and $500k on average	Geographical Concentration Global
Professional Memberships	Fee Procedure We work with clients to find a win-win solution on fees
Off-Limits Policy 1 year	Average Time to Completion on Assignments 92 days
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Professional Services Technology Retail Private Equity	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Board Services Leadership Consulting/Development	Recently Completed Assignments Multiple Board, CEO, CFO, CHRO, CRO, President, CTO, EVP/SVP Operations and Engineering, EVP/SVP/VP Marketing, CIO Searches

Firm Overview

Leading global mid-size alternative to the Shrek's, focused solely on executive search globally with partner-led execution model and little off-limits.

The New Benchmark in **Executive Search**



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NEW FRONTIER
- SEARCH COMPANY -

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

Firm Overview

New Frontier Search Company's Senior Partner, Dr. Russ Riendeau is one of only .oo2% 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.

NORGAY PARTNERS
REACHING NEW HEIGHTS TOGETHER

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

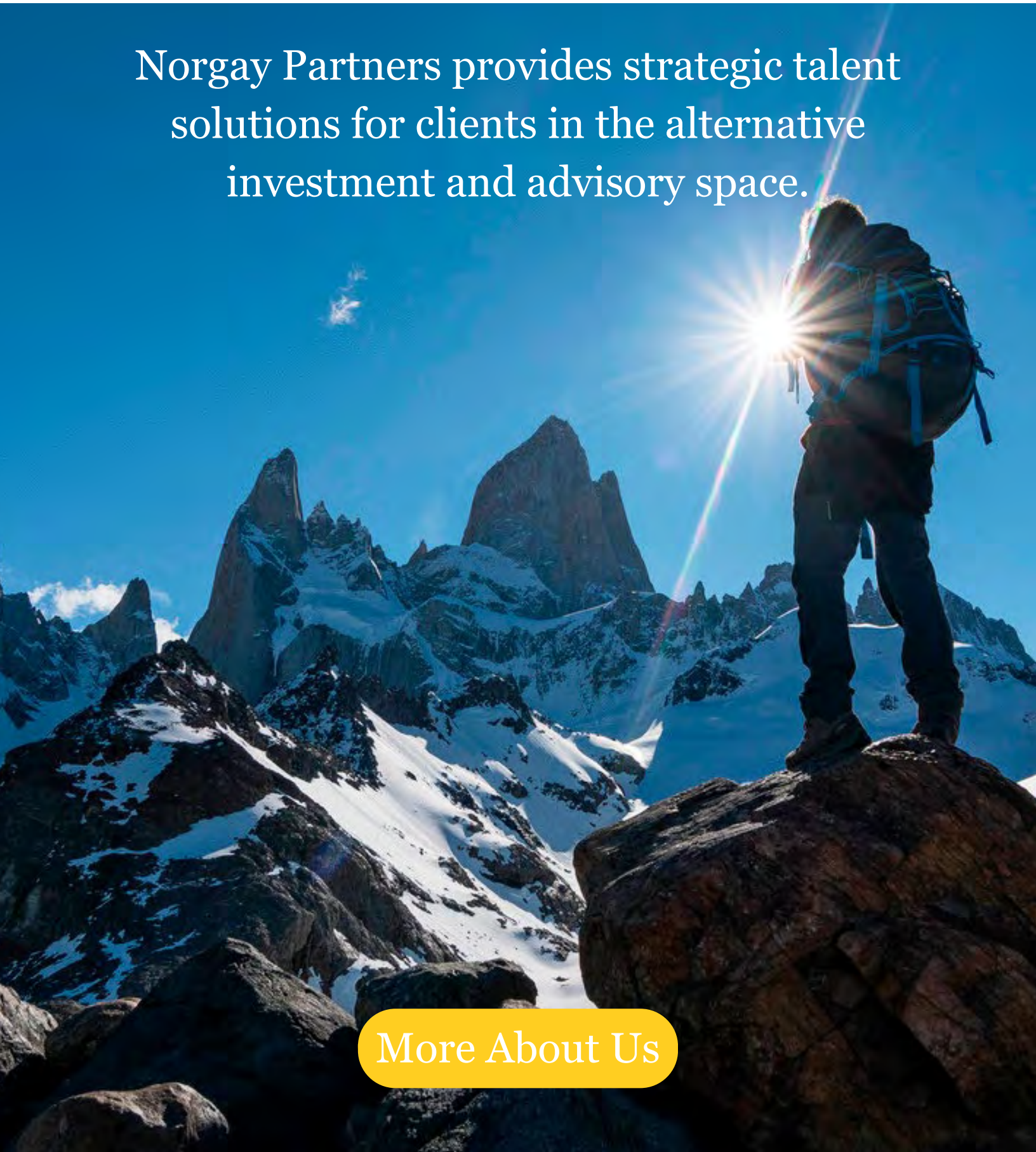
Firm Overview

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

REACHING NEW HEIGHTS TOGETHER

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



More About Us

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

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

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

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.

NU ADVISORY PARTNERS

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

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

NU ADVISORY PARTNERS

Location 1305 Post Rd Fairfield, CT www.oconnellgroup.com (203) 834-2900 www.linkedin.com/company/o'connell-group	Leading Principals Dixon A Smith, Managing Principal; Kris S Holmes, Principal; Ken Dammeyer, Principal
Year Established 1993	Estimated Revenue N/A
Number of Recruiters 9	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($100,000, $175,000)	Geographical Concentration National
Professional Memberships SHRM, NAPS, Pinnacle Society	Fee Procedure Retained/Engaged
Off-Limits Policy 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.	Average Time to Completion on Assignments N/A
Industry Focus Consumer Goods & Services	Functional Expertise Marketing/Insights & Sales Leadership Chief Marketing Officer Chief Insights Officer VP/SrVP/EVP - Marketing & Consumer Insights
Areas of Service Executive Search	Recently Completed Assignments 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.

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30 YEARS
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ODGERS BERNDTSON

Location 1100 Connecticut Avenue, NW, Suite 800 Washington, DC 20036 www.odgersberndtson.com, info.us@odgersberndtson.com (202) 559-7414 www.linkedin.com/company/odgers-berndtson	**Leading Principals** Kennon Kincaid, Chief Executive Officer; Jon Barney, Partner & Head, US Industrial Practice; Mats-Ola Bydell, Partner & Head, US Board Practice; Mercedes LeGrand, Partner & Head, Global Aerospace, Defense, & Security Practice; Henry Miller, Partner & Chairman, Global Life Sciences Practice; Derek Wilkinson, Partner, US Head & Global Co-Head Not-for-Profit Practice; Conrad Woody, Partner & Head, US Association & Corporate Affairs Practice; Robert C. Satterwhite, PhD, Partner & Head, Leadership Advisory Practice; Peter W. Schineller, Partner & Head, US Life Science Practice
Year Established 2011	**Estimated Revenue**
Number of Recruiters 75	**Number of Offices** 6
Lowest Salary Handled, Average Salary Handled	**Geographical Concentration** Global
Professional Memberships Society for Human Resource Management, National Association of Manufacturers, The Honor Foundation, People Scout, AESC, Economic Club Membership, American Association of Port Authorities	**Fee Procedure** Most of our fees are booked in three retainers that bill at 30/60 and 90 days
Off-Limits Policy 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.	**Average Time to Completion on Assignments** 170 days
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non-Profit Professional Services Sports, Media, Entertainment Technology	**Functional Expertise** C Suite/President/Managing Partner Vice President Chief HR Officer/Chief Diversity, Equity and Inclusion Officer Legal/Compliance HR DE+I Chief Information Security Officer/ Cybersecurity We are primarily focused on C suite and C-1 and C-2
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outpatient Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	**Recently Completed Assignments**

Firm Overview

Odgers Berndtson transforms organizational performance by recruiting and developing exceptional leaders and teams. Our global network of over 1,100 colleagues in 32 countries, means we have local knowledge powered by international insights and connections to create meaningful impact for our clients. From executive search to leadership and team assessment, coaching, succession management, and DEI consulting, we go beyond the expected to deliver modern, industry-shaping advice for our clients and candidates.

ODYSSEY SEARCH PARTNERS

Location 747 Third Avenue, 15th Floor New York, NY www.odysseysearchpartners.com/ (212) 750-5677 www.linkedin.com/company/odyssey-search-partners-inc-/	Leading Principals Adam Kahn, Managing Partner; Anthony Keizner, Managing Partner; Brian Byck, Managing Director; Sanjeev Sharma, Managing Director; Chris Westerlind, Managing Director
Year Established 2010	Estimated Revenue
Number of Recruiters 18	Number of Offices 1
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Financial Services	Functional Expertise All Functions
Areas of Service Executive Search Diversity, Equity + Inclusion	Recently Completed Assignments 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

Firm Overview

Odyssey Search Partners is a premier, retained buyside-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.

Location Hudson, OH onpartners.com/ www.linkedin.com/company/on-search-partners	Leading Principals Matt Mooney, Co-President; Tim Conti, Co-President
Year Established 2006	Estimated Revenue
Number of Recruiters 25	Number of Offices 9
Lowest Salary Handled, Average Salary Handled ($300,000, $500,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retainer in 0,30,60 days
Off-Limits Policy Standard 12 month off-limits policy. Permanent for executive placements.	Average Time to Completion on Assignments 100 days
Industry Focus 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	Functional Expertise All Functions
Areas of Service Executive Search Board Services	Recently Completed Assignments

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.

Location 135 S LaSalle St, Suite 4014 Chicago, IL www.overnorth.com (312) 334-9744 www.linkedin.com/company/overnorth-inc-/about/	Leading Principals Jane Beatty, Managing Partner; Dave Hansen, Partner; Kristina Greenhalgh, Principal
Year Established 2011	Estimated Revenue
Number of Recruiters 4	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($160,000, $230,000)	Geographical Concentration National
Professional Memberships Executives' Club of Chicago	Fee Procedure 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.
Off-Limits Policy 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.	Average Time to Completion on Assignments 115 days
Industry Focus HR/Diversity Industrial Supply Chain Transportation	Functional Expertise C Suite/President/Managing Partner Vice President Diversity, Equity & Inclusion (DE+I) CFO and reports Portfolio Operations Fund/Investment Ops Chief Risk Officer and reports Quant Research
Areas of Service Executive Search	Recently Completed Assignments 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%.



Location 330 Hudson Street, Suite 300 New York, NY www.oxeon.com (646) 503-2200 www.linkedin.com/company/oxeon/	Leading Principals Sonia Millsom, CEO; Duncan Reece, President; Patrick Sullivan, Partner; Tom Keefe, Partner; Ellie O'Brien Coleman, Principal
Year Established 2011	Estimated Revenue
Number of Recruiters 60	Number of Offices 3
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships Fortune Most Powerful Women, Digital Health New York	Fee Procedure Our fee is equal to 33.3% of a Placed Candidate's projected total cash compensation in year one.
Off-Limits Policy 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.	Average Time to Completion on Assignments 12 weeks to completion is our goal
Industry Focus Healthcare	Functional Expertise 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 Board Directors Board Chairs 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
Areas of Service Executive Search Board Services	Recently Completed Assignments 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.



Location Oakville, ON www.oxfordandrichmond.com (416) 524-4661 www.linkedin.com/company/oxford-richmond/	Leading Principals Jason Carmichael, Founder & Managing Partner; Angelo Tsebelis, Growth Partner; Colin Carmichael, Managing Partner
Year Established 2018	Estimated Revenue
Number of Recruiters 7	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure Retained Recruitment-as-a-Service (RaaS) subscription model
Off-Limits Policy We never recruit from client or partner organizations, or client mandated off-limit organizations.	Average Time to Completion on Assignments
Industry Focus Technology Private Equity & Venture Capital Software Professional Services Cleantech/Sustainability Manufacturing Financial Services Healthcare Pharmaceuticals Consumer goods Transportation & Logistics Engineering Food & Beverage Manufacturing	Functional Expertise 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 & Privacy Officer; Cybersecurity/Chief Information Security Officer/ Cybersecurity; Technology/ Chief Technology Officer; Marketing/Chief Marketing Officer Vice President of Marketing & Communications; Sales/Chief Revenue Officer Vice President of Sales Head of Global Sales; Product/Head of Product; Operations/Chief Operating Officer
Areas of Service Executive Search Future Leader Search Board/Director Search Consulting Services Leadership Coaching Talent Mapping and Succession Planning Interim Executive Practice Talent Pipelines Due Diligence Support Recruitment-as-a-Service (RaaS)	Recently Completed Assignments CFO - Food Manufacturer; President - Technology; CEO - Healthcare; SVP Marketing + Communications - Healthcare; Chief Marketing Officer - Software; CFO - Telecommunications; Chief Technology Officer - Plastic Manufacturer; COO - Multisite retailer; CFO - Technology, General Counsel and Chief Risk & Privacy Officer - Hospital, Partner – Consulting

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 or www.talentspoke.com to learn more.

parker remick | executive search

Location 1050 Larrabee Ave, Suite 104, No. 2155 Bellingham, WA www.parkerremick.com (360) 527-2555 www.linkedin.com/company/parker-remick	Leading Principals Amy Lewis, Partner; Ed Zschau, Partner; Grant Resick, Partner; Jeff Markham, Partner; Patrick Grogan, Partner
Year Established 1998	Estimated Revenue
Number of Recruiters 14	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure The retained fee structure is tailored based on the client's business stage and value. Estimate 1/3 of all first-year cash compensation.
Off-Limits Policy Parker Remick will never attempt to influence a placed candidate or members of the client's search/hiring team to seek employment elsewhere.	Average Time to Completion on Assignments 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).
Industry Focus Consumer Goods & Services Cleantech/Sustainability Financial Services Healthcare Technology Non tech Fortune 100	Functional Expertise C-suite Vice President Chief Information Security Officer Other: Engineering, Product Management, and Design/UX
Areas of Service Executive Search	Recently Completed Assignments 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

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.

parker remick | executive search



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

Google Walmart Square HERSHEY'S SONY

TA ASSOCIATES EQT BainCapital AURORA CAPITAL PARTNERS FP FRANCISCO PARTNERS

andreessen horowitz SEQUOIA MADRONA VENTURE GROUP MENLO VENTURES Goldman Sachs



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

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.

Bridges
Group
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 or bruno@paulbridges.com

pearl street

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

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.



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

Boston • San Diego • Chicago • London • New York • Philadelphia • Rio de Janeiro
+1 800-285-0464 • www.pearlstreetcollective.com • hello@pearlstreetcollective.com

Pearson Partners International

Global Executive Search & Leadership Consulting

Location 12377 Merit Drive, Suite 750 Dallas, TX www.pearsonpartnersintl.com (214) 292-4130 www.linkedin.com/company/pearson-partners-international	Leading Principals Keith Pearson, Chairman & Chief Executive Officer; Renee Arrington, President & Chief Operating Officer; Mark Levy, Chief Financial Officer
Year Established 2002	Estimated Revenue
Number of Recruiters 12	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($200,000, $350,000)	Geographical Concentration Global
Professional Memberships Pearson Partners International is proud to be an independent member of IIC Partners, a Top 10 global executive search and leadership consulting organization. With our 450 fellow consultants in over 40 offices worldwide, we help our clients solve complex leadership challenges. As a member of AESC (Association of Executive Search and Leadership Consultants), we actively shape our industry and its trends. Our search consultants are engaged in numerous professional, civic and nonprofit organizations as board directors, members and speakers	Fee Procedure Our standard fee for conducting a search assignment is one-third of the first year's compensation (base salary plus potential annual bonus(es), sign-on bonus(es), commissions, etc.) for each position filled. We pride ourselves on our creativity in pricing and regularly provide our clients with multiple fee alternatives. We stand behind our searches and are committed to seeing them through to completion, so unlike many retained search firms, our fees are results-driven, not calendar-driven.
Off-Limits Policy Free from the "off-limits" restrictions imposed on large search firms or those specializing in one industry, our seasoned team of search experts offers unparalleled access to leading talent across all industries and disciplines worldwide. We limit our engagement capacity to provide the focused, personalized service of a boutique firm with the experience and reach of a global firm.	Average Time to Completion on Assignments 4–12 weeks, depending on role
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology Private Equity	Functional Expertise C-Suite (CEO, CFO, COO, CIO, CTO, CMO, CISO, CHRO, CPO, CDO, CCO, etc.) President/Managing Partner/Vice President Diversity, Equity and Inclusion (DE+I) (CDEIO, CDO) Legal (CLO/General Counsel/AGC) Risk and Compliance (CRO, CCO) Board Directors Strategy and Investment Private Equity Portfolio/Emerging Business Leaders Nonprofit Executive Directors City Management (City Manager/ACM)
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Board Services Executive Coaching Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

Firm Overview

earson Partners International, founded in 2002 by executive search industry veterans Robert Pearson and Keith Pearson, is based in Dallas, Texas, with offices in Fort Worth, Texas and Fort Lauderdale, Florida. We are an independent member of **IIC Partners**, a Top 10 global executive search organization. With our 450 fellow search consultants in 40 offices worldwide, we give our clients access to the highest caliber executive talent around the globe. As a member of the highly selective **AESC (Association of Executive Search and Leadership Consultants)**, we actively shape the search industry and its trends. We serve clients globally across all industries and disciplines, from senior management to the boardroom. Our clients are broad and diverse, comprising leading corporations, municipal and government institutions, private equity and sponsored businesses, nonprofit agencies, healthcare, academia, research institutes, foundations and industry associations. We complement our executive search capabilities with professional leadership development and executive coaching to ensure executives reach their highest possible performance. Pearson Partners' unwavering commitment to professionalism, client service and the highest ethical standards have earned us many prestigious industry accolades. Forbes has repeatedly named Pearson Partners one of **America's Best Executive Recruiting Firms**. Hunt Scanlon has ranked our firm twice among the **Top 40 Executive Search Firms in the Americas** and recently named IIC Partners to the **Global 40** list of top recruitment providers. At Pearson Partners, we are passionate about what we do and how we do it—and it shows in our industry-leading completion rates and deep client and candidate relationships. Our highly experienced partner-led team personally conducts every search from start to finish and interfaces directly with every candidate. We do not use leverage or hand off work to junior associates. These key differentiators position Pearson Partners International at the forefront of the executive search industry, ensuring successful and long-lasting relationships with our clients.



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

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

Location 401 Park Ave S 10th Floor PMB 577402 New York, NY penderhowe.com/ www.linkedin.com/company/pender-howe-executive-search	Leading Principals Travis Hann, Managing Partner; Glenn Lesko, Partner; Céline Chabée, Partner; Ryan Berrecloth, Partner
Year Established 2019	Estimated Revenue
Number of Recruiters 10	Number of Offices 6
Lowest Salary Handled, Average Salary Handled (N/A, $250,000)	Geographical Concentration North America focus (U.S and Canada) but ability to execute searches in 40+ countries through our member firms, via Kestria.
Professional Memberships We are a member of Kestria, the world's largest executive search alliance.	Fee Procedure Fully retained (traditional 3 payments to breakdown the project)
Off-Limits Policy 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.	Average Time to Completion on Assignments 5-8 weeks
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Government Healthcare HR/Diversity Industrial Life Sciences Non Profit Professional Services Technology	Functional Expertise C Suite/President/Managing Partner Human Resources Board Members
Areas of Service Executive Search Board Services	Recently Completed Assignments

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.

Perrett Laver

AMERICAS ASIA PACIFIC EMEA

Location 4753 N Broadway, Floor 2 Chicago, IL www.perrettlaver.com/ www.linkedin.com/company/perrett-laver/mycompany/	Leading Principals 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
Year Established 2002	Estimated Revenue
Number of Recruiters 180	Number of Offices 20
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments 14 weeks
Industry Focus Higher Education Research Technology and Innovation Social Impact and Environment Healthcare and Academic Medicine Sports Schools and Educational Organizations Arts and Culture Government	Functional Expertise C Suite/President/Managing Partner Board, and Director level
Areas of Service Executive Search	Recently Completed Assignments 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

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.

Perrett Laver

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



Location 999 West Hastings Street, Suite 510 Vancouver, BC www.pfmsearch.com (604) 689-9970 ca.linkedin.com/company/pfm-executive-search-panorama-search-partners	Leading Principals Allison Rzen, Partner; Shaun Carpenter, Partner; Shelina Esmail, Partner
Year Established 1992	Estimated Revenue
Number of Recruiters 10	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($120,000, $190,000)	Geographical Concentration National
Professional Memberships AESC	Fee Procedure 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.
Off-Limits Policy ~2 years for client organizations; placed candidates are not approached as long as they remain with the client organization	Average Time to Completion on Assignments 80 days
Industry Focus Academia/Higher Education Consumer Goods & Services Government Healthcare HR/Diversity Industrial Non Profit Technology Life Sciences Indigenous Government/Services	Functional Expertise 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 Officer General Management Sales & Marketing Board of Directors
Areas of Service Executive Search Board Services	Recently Completed Assignments 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

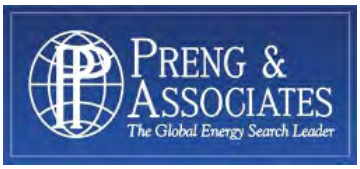
PFM Executive Search is a BC owned and operated incorporated company established in 1992. Our sole focus is on retained executive search services for our clients in the public, private and not-for-profit sectors. Over the last 32 years, our firm has grown to include 15 professional and administrative 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.

PierceGray

Location 123 N Wacker Dr. Chicago, IL 60606 www.piercegray.com (678) 361-3310 www.linkedin.com/company/piercegray/mycompany	**Leading Principals** Matt Hamlin, Managing Partner; Tom Lafferty, Managing Director; Demi Hutchinson, Managing Director; Julia Dashuta, Managing Director; Kirsten Saul, Managing Director; Alyssa Demas Quinn, Managing Director
Year Established 2006	**Estimated Revenue** $15m
Number of Recruiters 38	**Number of Offices** 2
Lowest Salary Handled, Average Salary Handled ($100,000, $200,000-$300,000+)	**Geographical Concentration** National
Professional Memberships	**Fee Procedure** Industry consistent and based on service offering of Executive Search (C-Suite and Direct Reports) or Team Builds (mid-level placements).
Off-Limits Policy As a practice, we do not recruit from our clients and are able to maintain this as a boutique provider	**Average Time to Completion on Assignments** 102 days (kick-off to start date)
Industry Focus Consumer Goods & Services Cleantech/Sustainability Healthcare Industrial Life Sciences Professional Services Technology	**Functional Expertise** C Suite/President/Managing Partner Vice President Supply Chain Operations Sales Marketing Finance
Areas of Service Executive Search	**Recently Completed Assignments**

Firm Overview

As a boutique retained search firm, PierceGray helps clients succeed by finding the right leaders. We have two service offerings; Executive Search and Team Builds. Our Executive Search business focuses on C-suite and functional leadership roles, while our complimentary Team Builds business extends into middle management to support organizations as they scale. Core Functions supported include: Supply Chain & Operations, Sales and Marketing, and Finance disciplines. PierceGray is led by industry practitioners, search professionals, and human capital specialists, which differentiates our ability to serve our private equity and Fortune 500 clients with speed, accuracy, and integrity.



Location One Memorial City Plaza, 800 Gessner Rd, Suite 1125 Houston, TX www.preng.com/ (713) 266-2600 www.linkedin.com/company/preng-&-associates/	Leading Principals David Preng, Managing Partner; Laura Preng, Partner, Oil & 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
Year Established 1980	Estimated Revenue
Number of Recruiters 10	Number of Offices 3
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships CERA, IADC, IPAA, EWTC, NOIA, SPE, SEG, AAPG, NIRI	Fee Procedure 33.3% of annual cash compensation
Off-Limits Policy We refrain from recruiting from our client's organization for 1 year.	Average Time to Completion on Assignments 58 days
Industry Focus Energy - oil Gas (upstream, midstream, downstream) Oilfield equipment Services Power Utilities Renewables Engineering Construction Industrials	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Diversity, Equity & Inclusion (DE+I) Chief Information Security Officer/ Cybersecurity
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Board Services Onboarding Succession Planning	Recently Completed Assignments 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

Firm Overview

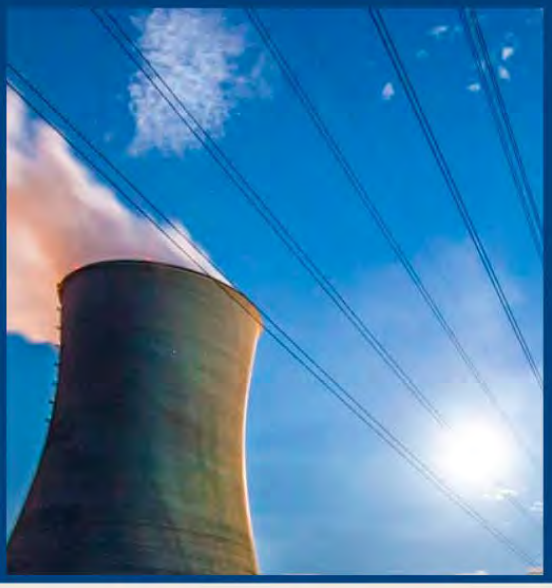
Preng & Associates, founded in 1980, is the only retainer-based international executive search firm specializing solely in the energy industry. Our experience spans the entire energy value chain – from the well head to the wall socket. Our subsector verticals have specific expertise in Oil and Gas (Upstream, 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	3500	850	92
Years	Engagements	Clients	Countries

Phone: (713) 266-2600

A PROUD MEMBER OF AESC

Press & Associates

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





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

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

Prodigy Search

Location 83 South Street - Suite 203 Freehold, NJ www.prodigysearch.net/ (732) 303-9950 www.linkedin.com/company/prodigysearch/	Leading Principals Scott Carmichael, Founder & CEO; Mark Gress Jr, Partner; Kevin Carmichael, Partner
Year Established 2007	Estimated Revenue $5M
Number of Recruiters 10	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($200,000, $400,000-$500,000)	Geographical Concentration North America
Professional Memberships	Fee Procedure
Off-Limits Policy Recruiting from current client base without prior consent.	Average Time to Completion on Assignments 75-100 days
Industry Focus Professional Services Sports, Media & Entertainment	Functional Expertise C Suite/President/Managing Partner
Areas of Service Executive Search Diversity, Equity + Inclusion Onboarding Candidate Assessments Career Coaching	Recently Completed Assignments 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.

Location 190 Congress Park Dr Suite 202 Delray Beach, FL protisglobal.com/ (561) 473-4144 www.linkedin.com/company/protis-global	Leading Principals Bert Miller, Chairman & CEO; Michael Bitar, Partner & SVP of Business Development
Year Established 1995	Estimated Revenue $5.8m
Number of Recruiters 20	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($65,000, $1,500,000)	Geographical Concentration National with some Global
Professional Memberships	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments 34 days
Industry Focus Consumer Goods & Services	Functional Expertise
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Outplacement Board Services Interim/Contingent Search	Recently Completed Assignments 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.



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

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

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 | nick@randallpartnersllc.com

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

(224) 804 - 6043

RATLIFF & TAYLOR

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

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.

RATLIFF & TAYLOR



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

Reffett Associates

Executive Search Consultants

A Veteran Owned Small Business

Location 2737 78th Ave SE, Suite 101 Mercer Island, WA 98040 www.reffettassociates.com (425) 637-2993 www.linkedin.com/company/reffett-associates/	**Leading Principals** Bill Reffett, Managing Partner; Eric Reffett, Managing Director; Marshall Reffett, Managing Director; Thomas Young, Director of Operations
Year Established 1994	**Estimated Revenue**
Number of Recruiters 8	**Number of Offices** 6
Lowest Salary Handled, Average Salary Handled ($150,000, $283,000)	**Geographical Concentration** National
Professional Memberships Center for Advanced Manufacturing, Clean Tech Alliance, Seattle Chamber of Commerce	**Fee Procedure** Fully Retained
Off-Limits Policy 1 year	**Average Time to Completion on Assignments** 84 days
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Industrial Non Profit Professional Services Sports, Media & Entertainment Technology	**Functional Expertise** 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
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/Development Onboarding Succession Planning	**Recently Completed Assignments** 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

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.

RESOURCE MANAGEMENT GROUP
FINANCIAL RECRUITMENT

Location 201 Broad Street 10th Fl Stamford CT 06901 rmgfinance.com (203) 517-1197 www.linkedin.com/company/resource-management-group	Leading Principals Denis LaPolice, Mangaing Partner & President; Tony Chioditti, Partner; Matt O'Brien, Partner; Kevin Cooke, Partner
Year Established 1993	Estimated Revenue
Number of Recruiters 16	Number of Offices 2
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Consumer Goods & Services Financial Services Healthcare Industrial Life Sciences Professional Services Sports, Media & Entertainment Technology Aerospace & Defense Manufacturing Aerospace & Defense Services Agriculture Airlines & Aviation Software Construction Food & Beverage Real Estate Retail Transportation & Logistics Manufacturing Pharma/BioTech	Functional Expertise C Suite/President/Managing Partner Vice President
Areas of Service Executive Search	Recently Completed Assignments

Firm Overview

As a boutique financial recruitment firm, which services the country from offices in Stamford, Connecticut and New York City, Resource Management Group 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 Resource Management Group's reputation for skillful assessments and ability to "recruit the unrecruitable," or passive leaders.

RESOURCE MANAGEMENT GROUP
FINANCIAL RECRUITMENT



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.

revelone

Location RevelOne Denver, CO www.revel-one.com www.linkedin.com/company/revel-talent/	Leading Principals Gary Calega, Co-founder and Co-CEO; Dan Weiner, Co-founder and Co-CEO; David Jones, Chief Revenue Officer; John Davies, SVP GTM Practice
Year Established 2015	Estimated Revenue $10.8m
Number of Recruiters 20	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled ($110,000, $300,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retained search model. X% of first year's comp (OTE), payable in thirds (start, 1 month in, at offer acceptance).
Off-Limits Policy 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.	Average Time to Completion on Assignments 13 weeks
Industry Focus B2B SaaS Consumer Goods & Services Financial Services Professional Services Technology	Functional Expertise CEO, President, GM, and C-Suite for GTM/Commercial functions Team buildouts in Marketing and Sales Board of Directors
Areas of Service Executive Search Professional Search Interim Placements Onboarding Executive Coaching Growth Advisory Services	Recently Completed Assignments

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

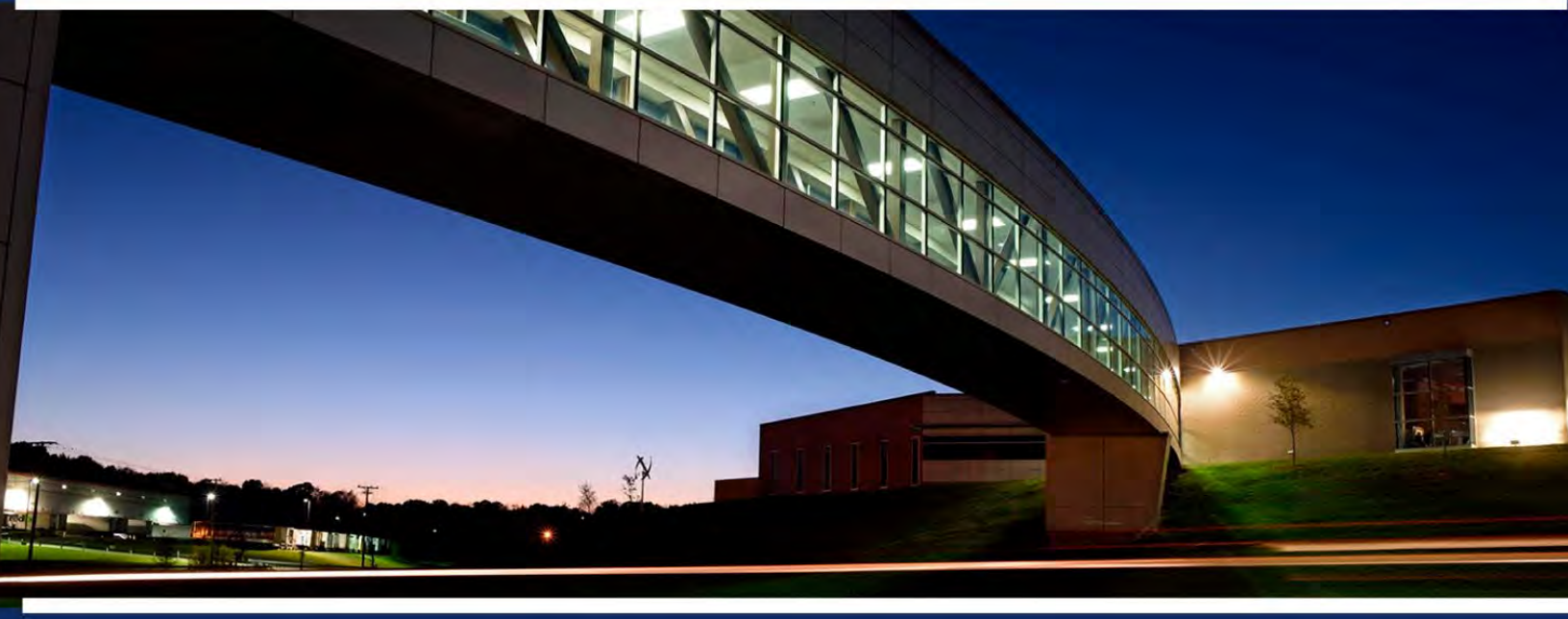
Location 206 East Chestnut Street, Suite C Asheville, NC www.rhperry.com (828) 785-1394 www.linkedin.com/company/2714400/	Leading Principals Paul G. Doeg, President and Chief Operating Officer
Year Established 1974	Estimated Revenue
Number of Recruiters 12	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($140,000, $400,000)	Geographical Concentration National
Professional Memberships	Fee Procedure We offer a fixed fee or a percentage-based fee.
Off-Limits Policy For as long as the placed candidate remains in office, we will not	Average Time to Completion on Assignments 5 months
Industry Focus Academia/Higher Education Non Profit	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I) Chief Operating Officer Chief Development Officer Chief Financial Officer Chief Marketing Officer
Areas of Service Executive Search Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding	Recently Completed Assignments 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

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.

Right Executive Search

The Right Candidate for the Right Position...Right from the Start!

Location 1 International Blvd, Suite 400 Mahwah, NJ www.rightexecutivesearch.com/ (201) 788-7283 www.linkedin.com/company/1064013/admin/	Leading Principals Elisa Sheftic, President
Year Established 2010	Estimated Revenue
Number of Recruiters 12	Number of Offices 2
Lowest Salary Handled, Average Salary Handled (N/A, wide range $100,000 to $1,000,000 plus)	Geographical Concentration Regional - NY, NJ, CT, PA
Professional Memberships 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.	Fee Procedure Our fee schedule includes multiple services & solution models tailored to the specific needs of each client: Contingent, Retained, Engaged, Exclusive, Consulting Hourly/Success Fee
Off-Limits Policy 2 years	Average Time to Completion on Assignments Depends on numerous factors
Industry Focus Financial Services (Clients include Asset Managers, Commercial, Investment & 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)	Functional Expertise 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
Areas of Service Executive Search Finance & Financial Planning: Accounting, Analysts, Bookkeeping, C-Suite/Executive Level, Controlling, CFO, Financial Planners (CFP), FP&A, Private Client & Wealth Management Associates 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 Human Resources: Business Partner, CHRO, Generalist, HR Leadership/ Management, Recruitment 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)	Recently Completed Assignments CFO for midsized fintech, COO for midsized fintech, CRO for midsized professional services firm, Head of Sales for Series C fintech

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!

Location 154 W 14th St 2nd floor New York, NY rivierapartners.com 877-RIVIERA www.linkedin.com/company/riviera-partners/	Leading Principals 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
Year Established 2001	Estimated Revenue
Number of Recruiters ~120	Number of Offices 17
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure We work on an Exclusive, Retained basis
Off-Limits Policy 4 years	Average Time to Completion on Assignments
Industry Focus Consumer Goods & Services Financial Services Healthcare Industrial Technology	Functional Expertise C Suite/President/Managing Partner Vice President Controller Treasurer
Areas of Service Executive Search Board Services	Recently Completed Assignments 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

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.



Location 250 West 55th Street, Suite 1700 New York, NY www.robinjudsonpartners.com/ (646) 632-3750 www.linkedin.com/in/robin-judson-01426b	Leading Principals Robin Judson, Founder/President; Debra Witkin, Partner; Kate Stoughton Berliner, Vice President
Year Established 2010	Estimated Revenue
Number of Recruiters 3	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($125,000, $250,000)	Geographical Concentration National
Professional Memberships 100 Women in Finance, Financial Women's Association (FWA)	Fee Procedure We work on contingency, container and retainer based on the priorities of our clients
Off-Limits Policy 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.	Average Time to Completion on Assignments 90 days
Industry Focus Financial Services	Functional Expertise Associate- Manager Director Investment Roles in Public and Private Market funds Investment Banking Fundraisers/Marketing/ Investor Relations
Areas of Service Contingency and Retainer Search	Recently Completed Assignments

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.



Location 777 West Putnam Avenue, Suite 300 Greenwich, CT (203) 618-7000 www.rsrpartners.com www.linkedin.com/company/rsrpartners/	Leading Principals Russell S. Reynolds, Jr., Chairman Emeritus, Russell S. Reynolds III, Managing Director, Brett Stephens, Chief Executive Officer
Year Established 1993	Estimated Revenue
Number of Recruiters 15	Number of Offices 3
Lowest Salary Handled, Average Salary Handled ($250,000,N/A)	Geographical Concentration National plus Southeast Asia
Professional Memberships AESC	Fee Procedure Retained - 33.3% total cash compensation or flat fee
Off-Limits Policy 1 year	Average Time to Completion on Assignments 150 days
Industry Focus Asset Management Consumer Markets & Enterprises Family Office Family-Owned Businesses Financial Services Healthcare and Life Sciences Industrial Technology Marketing & Digital Private Equity	Functional Expertise Board Recruiting Chief Executive Officers Financial Officers Human Capital Marketing Officers Supply Chain and Operations
Areas of Service Board Services Executive Search Leadership Consulting Talent Mapping Succession Planning	Recently Completed Assignments

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 asset management, consumer markets and enterprises, financial services, healthcare, industrial, marketing and digital, and technology.

In 2022, RSR Partners established the Russell S. Reynolds, Jr. Chair of the Year Award, which annually recognizes a Chair of a public company's Board of Directors who successfully led the board through significant business or governance challenges. The award celebrates the legacy of one of the search industry's greatest leaders and icons, Russ Reynolds, who has spent more than 50 years advising boards and CEOs on leadership.



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

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

Location Newton, MA www.sagesearch.com (617) 290-3922 www.linkedin.com/company/sagesearchpartners/	Leading Principals Paula Hurley Fazli; Patricia Herzog
Year Established 1999	Estimated Revenue
Number of Recruiters 7	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $250,000)	Geographical Concentration National
Professional Memberships Network of Non-profit Search Consultants	Fee Procedure Fixed fee: Established at outset of the search
Off-Limits Policy We will not recruit from existing clients for one year after search is completed	Average Time to Completion on Assignments 3-4 months
Industry Focus Academia/Higher Education Non Profit	Functional Expertise All Functions
Areas of Service Executive Search	Recently Completed Assignments 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

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.

Saint Cyr Partners

Delivering High-Impact Leadership

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

Firm Overview

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



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

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.

Location San Francisco Bay Area, CA sandhilltalentcapital.com/ (408) 306-2026 www.linkedin.com/in/sanjivmittu/	Leading Principals Sanjiv Mittu, Managing Partner
Year Established 2016	Estimated Revenue
Number of Recruiters 50	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($250,000, $350,000-$400,000)	Geographical Concentration National
Professional Memberships SHRM	Fee Procedure 25-30% of the annualized base comp divided into two installments. We take $25k retainer and rest upon completion of the search.
Off-Limits Policy 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)	Average Time to Completion on Assignments 60-90 days
Industry Focus Cleantech/Sustainability Financial Services Healthcare Life Sciences Technology	Functional Expertise Sales Marketing Engineering
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Executive Coaching Leadership Consulting/ Development	Recently Completed Assignments Finished a VP of Marketing search successfully with an AI Utility and Energy Analytics company.

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 Talent 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.

SandlerSearch

Bringing the Greatest Talent to the Greater Good

Location 485 Madison Avenue, 7th Floor New York, NY sandlersearch.org/ (212) 792-6951 www.linkedin.com/company/sandler-search-associates	Leading Principals Josie Sandler, CEO & Founder
Year Established 2010	Estimated Revenue
Number of Recruiters 4	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $200,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Our fee is a percentage of the first year's compensation of the placed candidate.
Off-Limits Policy 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.	Average Time to Completion on Assignments 4 months
Industry Focus Non Profit	Functional Expertise All Functions
Areas of Service Executive Search Board Services Onboarding Succession Planning	Recently Completed Assignments President & 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 & CEO; StreetSquash - Executive Director; StreetWise Partners - Chief Development Officer; Nontraditional Employment for Women – President; BRC – VP of Finance/Controller

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

Location 680 Commerce Dr #220 St. Paul, MN searchwideglobal.com/ (651) 275-1370 www.linkedin.com/company/searchwide/	**Leading Principals** Mike Gamble, President & CEO; Mark Gnatovic, Executive Vice President; Kellie Henderson, Senior Vice President; Nicole Newman, Vice President; John Brich, Vice President
Year Established 1999	**Estimated Revenue**
Number of Recruiters 14	**Number of Offices** 7
Lowest Salary Handled, Average Salary Handled ($100,000, $175,000)	**Geographical Concentration** Global
Professional Memberships Destinations International, International Association of Venue Managers (IAVM), Hospitality Sales and Marketing Association International (HSMAI), 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.	**Fee Procedure** Our retained search fee is 30 - 33% of the annual base salary of the placed candidate.
Off-Limits Policy We do not recruit our placements.	**Average Time to Completion on Assignments** 15 weeks
Industry Focus travel tourism hospitality event/exhibition venue management	**Functional Expertise** C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Diversity, Equity & Inclusion (DE+I) Strategic Manufacturing Operations
Areas of Service Executive Search Executive Coaching	**Recently Completed Assignments**

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.



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

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.


SGA Talent
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



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

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.

www.sheervelocity.com

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.

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

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.

shelli herman AND ASSOCIATES

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

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.



Location 505 South Lenola Road, Suite 215 Moorestown, PA www.signium.com (856) 375-8650 www.linkedin.com/company/signium	Leading Principals Annelize van Rensburg, Board of Directors Chair, Managing Partner, Johannesburg, South Africa; Bill O'Callaghan, Americas Regional Council, Managing Partner USA
Year Established 1951	Estimated Revenue
Number of Recruiters 120	Number of Offices 38
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships AESC	Fee Procedure Retained/3 stages
Off-Limits Policy Standard is 12 months within the region and business.	Average Time to Completion on Assignments 4-6 weeks to short list
Industry Focus Academia/Higher Education Consumer Goods & Services Financial Services Healthcare Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise All Functions C Suite/President/Managing Partner Clinical Development/Medical Affairs Directors Vice President
Areas of Service Executive Search Succession Planning Diversity, Equity + Inclusion Outplacement Board Services Interim Search Executive Coaching Leadership Consulting Onboarding Succession Planning	Recently Completed Assignments

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.


Finding
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Signium helps you navigate towards future opportunities. Discover the people & tools you need to grow by embracing greatness in all its forms.
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Location Silvester & Company Lehi, UT silvesco.com (801) 999-4359 www.linkedin.com/company/silvesco	Leading Principals Jennifer Silvester, CEO & Owner; Marika Akers, Sr. Partner & Practice Leader
Year Established 1994	Estimated Revenue N/A
Number of Recruiters 4	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($200,000, N/A)	Geographical Concentration 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.
Professional Memberships AESC, IMD International Search	Fee Procedure N/A
Off-Limits Policy S&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.	Average Time to Completion on Assignments Timeline varies based on role & complexity, typically 4-6 weeks to short-list and client engagement with candidates begins.
Industry Focus Aerospace & Defense Mining & Natural Resources Private Equity Medical Device Technology Tech Sector	Functional Expertise Board of Directors CEO/CFO/CTO/COO/CMO/CHRO President/General Manager Human Resources/Diversity & Inclusion Sustainability/Environment/Health & Safety Operations/Ops Excellence/Quality/ Business Planning Supply Chain/Logistics Engineering/Strategy & Innovation Finance Sales/Marketing/Communications Health & Safety/Environmental/ Sustainability
Areas of Service Leadership Executive Search	Recently Completed Assignments President (Aerospace); CEO (A&D); Head of Sustainability (Mining); CSIO (MedTech); VP, Capture Management (Defense); Head of Mine Processing (Mining)

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.

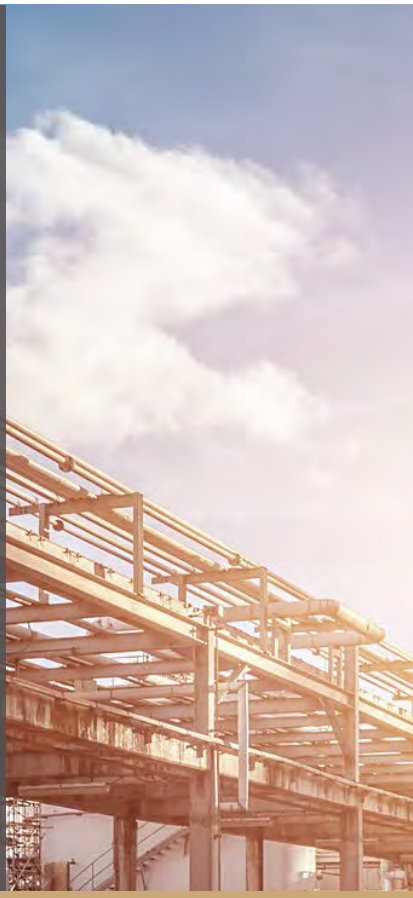
SILVESTER & COMPANY



29	75%	1	100%
Years Experience	3-Year Retention Rate	Year Guarantee	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 for more.









SILVESTER & COMPANY

Contact Us

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

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

Location 200 S. Wacker Drive, 40th Floor Chicago, IL www.slaytonsearch.com (312) 456-0080 www.linkedin.com/company/slayton-search-partners/	**Leading Principals** Rick Slayton, Managing Partner & CEO; John Nimesheim, Managing Director
Year Established 1985	**Estimated Revenue** $25m
Number of Recruiters 16	**Number of Offices** 1
Lowest Salary Handled, Average Salary Handled ($300,000, $400,000)	**Geographical Concentration** Global
Professional Memberships AESC	**Fee Procedure** 33.3% total compensation
Off-Limits Policy 1 year	**Average Time to Completion on Assignments** 125 days
Industry Focus Consumer Products Consumer Services Distribution Services Financial Services Insurance Industrial Products Industrial Services Private Equity Retail	**Functional Expertise** CEO & P&L Diversity Finance Human Resources Research & Development Marketing and Sales Supply Chain Strategy Sustainability Technology
Areas of Service Executive Search	**Recently Completed Assignments** 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

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, recru125it 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.

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Consumer Procucts
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 and follow us on Linkedin and X (Twitter).

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Location 25050 Riding Plaza, #130-805 South Riding, VA 20152 www.slonepartners.com (888) 784-3422 www.linkedin.com/slonepartners	Leading Principals Adam Slone, Founder & Chairman; Leslie Loveless, CEO & Managing Partner; Chrystie Chapman, Chief Operating Officer & Partner; Alicia Montgomery, Chief Talent Officer; Kim Feitosa, SVP & Partner; Kim Wilson, SVP & Partner; Sona Stroud, SVP & Partner; Jennifer Lemasters, SVP & Partner; Candace Nortey, Managing Director, DEI; Kate Portland, SVP & Practice Leader, Private Equity; Bridget Burke, SVP & Practice Leader, Healthcare, Nonprofits & Social Impact
Year Established 2000	Estimated Revenue
Number of Recruiters 16	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships Big4Bio; NGLCC; Women in Bio; California Life Sciences; Personalized Medicine Coalition; Virginia Bio, Executives Club of Chicago, Women in Development, ACHE, Women's Association – Morristown Medical Center	Fee Procedure Retained
Off-Limits Policy Off limits policy in effect for duration of agreement and per industry standards for placed candidates.	Average Time to Completion on Assignments 90 days
Industry Focus Academia/Higher Education Healthcare HR/Diversity Life Sciences Non Profit Private Equity Venture Capital Technology Social Impact	Functional Expertise 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
Areas of Service Executive Search Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Onboarding Team Builds Talent Mapping	Recently Completed Assignments Chief Executive Officer; Chief Financial Officer; Chief Business Officer; Chief Compliance Officer; Chief Medical Officer; Chief Operating Officer; Chief Human Resources Officer; VP Drug Discovery; Global VP of Operations; Vice President/ Director, Business Development; Vice President of Investor Relations; Vice President of Technical Operations; Vice President of Clinical Operations; Vice President Sales & Marketing; General Counsel

Firm Overview

Founded in 2000, Slone Partners is the premier executive search firm that delivers top diverse and visionary leaders who build amazing life sciences and healthcare organizations. With a nationwide presence in the most active industry hubs, we specialize in discovering and placing world-class C-Suite leadership, executive, and upper management talent with experience, conviction, and cultural competence in emerging and well-established companies. Our portfolio of executive search and advisory services includes diversity, equity, and inclusion strategy, education, and training. Slone Partners proudly holds the designation as a Certified LGBT Business Enterprise™ by the National Gay & Lesbian Chamber of Commerce (NGLCC) and has earned recognition as a Top Executive Search Firm and a Top 20 Diversity and Inclusion Services firm by Manage HR. To learn more about Slone Partners' value proposition and processes, visit https://www.slonepartners.com or call 888.784.3422.

SMITH & WILKINSON
PARTNERS IN TALENT

Location 241 Running Hill Rd South Portland, ME www.smithandwilkinson.com (207) 510-6666 www.linkedin.com/company/2653606/	Leading Principals Carll Wilkinson, President and CEO; Cameron Boyd, Managing Partner; Stacy St. Onge, Managing Partner
Year Established 1998	Estimated Revenue $7.5m
Number of Recruiters 15	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($100,000, $250,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Flat or Percentage, paid as Engagement, Interim, and Success Fee.
Off-Limits Policy 1 year from most recent placement	Average Time to Completion on Assignments 85 days
Industry Focus Financial Services	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Human Resources Chief Information Security Officer/ Cybersecurity Operations Sales Marketing
Areas of Service Executive Search Succession Planning Executive Coaching Leadership Consulting/Development	Recently Completed Assignments

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.



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

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

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

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.

Location 4643 S Ulster St #1420 Denver, CO www.spectrumsearchpartners.com www.linkedin.com/company/spectrum-search-partners-llc	Leading Principals Kevin Hahn, Partner, Chief Executive Officer; Jay Lane, Partner, Head of Recruiting; Tom Shahnazarian, Partner, President
Year Established 2009	Estimated Revenue
Number of Recruiters 7	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($200,000, $350,000)	Geographical Concentration National
Professional Memberships Association for Corporate Growth	Fee Procedure Retained: 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.
Off-Limits Policy Spectrum will not recruit any employees from our clients for as long as the PE Sponsor owns that asset.	Average Time to Completion on Assignments 90
Industry Focus Consumer Goods & Services Financial Services Healthcare HR/Diversity Industrial Life Sciences Professional Services Technology Private Equity	Functional Expertise All Functions
Areas of Service Executive Search Board Services	Recently Completed Assignments 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

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

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

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.

SpenglerFox™
Talent, grown.

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

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.



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

Firm Overview

SPMB
EXECUTIVE SEARCH

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

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.

SRI Executive

Search • Strategy • Leadership

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

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.

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

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.

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40TH ANNIVERSARY

StevenDouglas

RECRUITING SINCE 1983



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

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.

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



Location 20 N. Wacker Drive, Suite 1200 Chicago, IL www.talentrise.com/ (800) 568-8310 www.linkedin.com/company/talentrise	Leading Principals Pete Petrella, Practice Leader, Executive Search; Kristen Lampert, Practice Leader, Coaching/Leadership Development; Carl Kutsmode, Senior Vice President
Year Established 2008	Estimated Revenue
Number of Recruiters 7	Number of Offices 4
Lowest Salary Handled, Average Salary Handled ($150,000, $250,000)	Geographical Concentration Global
Professional Memberships Praxi Alliance, Endeavor, Predictive Index, SpinUp (Toronto), 43North (Buffalo), TechNexus (Chicago), Invest Buffalo Niagara	Fee Procedure A flexible retained fee billing, typically billed 1/3 upon start, 1/3 after 45 days, and final 1/3 upon hire.
Off-Limits Policy 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.	Average Time to Completion on Assignments 90 days
Industry Focus Consumer Goods & Services Financial Services Healthcare HR/Diversity Life Sciences Non Profit Professional Services Technology Private Equity VC-Backed Startups Retail/E-Commerce	Functional Expertise
Areas of Service Executive Search Succession Planning Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding	Recently Completed Assignments CEO Leadership Buffalo, CEO Miss Dig, CEO YWCA of WNY, Managing Director Mecc Alte, CFO McGard, CFO Sylhan

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.



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

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

Location tendpartners.com (205) 721-3902 www.linkedin.com/in/grant-mcdaniel-6a994047/	Leading Principals Grant McDaniel, Principal and Founder
Year Established 2023	Estimated Revenue
Number of Recruiters 1-4	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $300,000-$600,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Dynamic based on client reality
Off-Limits Policy	Average Time to Completion on Assignments 90 days
Industry Focus Consumer Goods & Services Healthcare	Functional Expertise 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 C-Level Business Unit Head Supervisory Board
Areas of Service Executive Search Onboarding	Recently Completed Assignments

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.



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

TRS
Executive Search

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

Location 22 Adelaide St W Suite 2760 Toronto, ON M5H 4E3, Canada www.transearch.com www.linkedin.com/company/transearch	Leading Principals 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
Year Established 1982	Estimated Revenue
Number of Recruiters 150	Number of Offices 60
Lowest Salary Handled, Average Salary Handled ($160,000, $270,000)	Geographical Concentration Global
Professional Memberships AESC	Fee Procedure Retained
Off-Limits Policy 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.	Average Time to Completion on Assignments Approximately 90 - 100 days depending on the complexity of the search
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise C Suite/President/Managing Partner Vice President Chief Human Resource Officer/Chief Diversity, Equity and Inclusion Officer Management Director C-level
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Leadership Consulting/ Development Onboarding	Recently Completed Assignments 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

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.
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TRANSEARCH
YOUR WORLD PARTNER IN EXECUTIVE SEARCH
ORXESTRA® INC.



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

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 or reach out to Teamwork@trisearch.com.

TRISEARCH

www.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.

RPO

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

CPR

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

TSS

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.

TSI Group Inc.

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

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 | pamela@tsigroup.com

Pamela Ruebusch, CEO | 905.629.3701 ext.223

Location 131 Kings Hwy E Haddonfield, NJ www.turnkeyzrg.com/ (856) 685-1450 www.linkedin.com/company/turnkeyzrg	Leading Principals
Year Established 1996	Estimated Revenue
Number of Recruiters	Number of Offices
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Executive Search	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 Executive Search 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.



Location 5425 Discovery Park Blvd, Suite 201 Williamsburg, VA www.tyges.com (757) 345-2494 www.linkedin.com/company/tyges	Leading Principals Tim Saumier, President and Managing Partner; Matt Dionne, Managing Partner
Year Established 2002	Estimated Revenue $10m
Number of Recruiters 30	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($80,000, $200,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Retainer / engaged
Off-Limits Policy 12 months	Average Time to Completion on Assignments 50 days
Industry Focus Aerospace & Defense Semiconductors Food Processing Equipment HVAC-R Industrial Manufacturing Industrial Process Equipment Test & Measurement Building Automation Electronics & Connectivity Applied Behavior Analysis.	Functional Expertise All Functions Operations Leadership Supply Chain Leadership Sales Leadership Marketing Leadership Produce Development Leadership Continuous Improvement Leadership Board Certified Behavior Analysts.
Areas of Service Executive Search	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

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 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/



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

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.



Location	Leading Principals
390 Amwell Rd Hillsborough Township, NJ 08844 www.vantedgesearch.com (908) 854-0425 www.linkedin.com/company/vantedgesearch	Rajesh Khanna, President; Sandeep Mitra, Director; Ian Roots
Year Established 2021	**Estimated Revenue**
Number of Recruiters 7	**Number of Offices** 1
Lowest Salary Handled, Average Salary Handled	**Geographical Concentration** National
Professional Memberships	**Fee Procedure**
Off-Limits Policy	**Average Time to Completion on Assignments**
Industry Focus Technology, Media & Communications Professional IT Services Banking & Financial Services Insurance Consumer Markets Industrial Healthcare/Life Sciences	**Functional Expertise** Digital, Analytics & E-Commerce Information Technology Sales and Marketing Human Resources Finance, Accounting & Risk Procurement & Supply Chain
Areas of Service Executive Search Interim and Fractional Leadership Hiring Diversity Recruitment Executive Coaching Services	**Recently Completed Assignments**

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

Location 185 Devonshire Street, Unit 200 Boston, MA www.vell.com (617) 530-1260 www.linkedin.com/company/vell-executive-search/	Leading Principals Dora Vell, Managing Partner
Year Established 2005	Estimated Revenue $2m
Number of Recruiters 5	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($250,000 base salary + 30-50% bonus + equity, $350,000 + 30-50% bonus + equity)	Geographical Concentration United States and Canada
Professional Memberships NACD	Fee Procedure 33.3% of total cash comp
Off-Limits Policy Direct reports to the recruiting executive. More flexible for smaller companies. We never recruit our placements, unless explicitely permitted by client.	Average Time to Completion on Assignments 3 months
Industry Focus Technology	Functional Expertise Board Member Chairperson Lead Director Head of Audit Committee CEO President COO CMO CRO Head of Sales Head of Marketing CPO Head of Product Management CTO Engineering CIO Head of Customer Success
Areas of Service Executive Search Board Services	Recently Completed Assignments Board member, Vendata; CFO, Vendasta; Chairperson, Synthace; Bold Commerce CEO (also CTO and CRO and others); Vertex CTO; Bera CPO

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

Location 1455 Pennsylvania Avenue NW, Suite 400 Washington, DC www.vettedsolutions.com (202) 544-4759 www.linkedin.com/company/vetted-solutions-llc/	**Leading Principals** James Zaniello, President; Catherine Brown, Vice President; Leslie Stokes, Vice President; July Walker, Vice President; Norris Orms, Vice President
Year Established 2010	**Estimated Revenue** $2.5m
Number of Recruiters 12	**Number of Offices** 3
Lowest Salary Handled, Average Salary Handled ($200,000, $275,000)	**Geographical Concentration** National
Professional Memberships AESC, ASAE	**Fee Procedure** 25% at signing, 30 days later, 60 days later and at completion
Off-Limits Policy 12 months	**Average Time to Completion on Assignments** 8-10 weeks
Industry Focus Healthcare HR/Diversity Non Profit	**Functional Expertise** 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 Marketing Sales Finance Regulatory & Safety
Areas of Service Executive Search Succession Planning Onboarding	**Recently Completed Assignments** 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

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

Location 1940-100 Wellington St. W, M5K 1G8 Toronto, ON www.vlaadco.com/ (647) 426-3895 www.linkedin.com/company/vlaad-and-company	Leading Principals Bill Vlaad, CEO & Managing Partner; Mark Stipe, Partner, President; Jean-Pierre Interlino, Partner, Montreal and Eastern Canada
Year Established 2007	Estimated Revenue $5m
Number of Recruiters 8	Number of Offices 2
Lowest Salary Handled, Average Salary Handled	Geographical Concentration National
Professional Memberships WCM, CVCA	Fee Procedure Retained
Off-Limits Policy Current clients/candidates and existing relationships	Average Time to Completion on Assignments 8 weeks
Industry Focus Financial Services Professional Services	Functional Expertise 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
Areas of Service Finance Executive Search Diversity, Equity, and Inclusion Board Services Team Recruitment	Recently Completed Assignments

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.



Location 201 Portage Avenue, 18th Floor Winnipeg, MB R3B 3K6 www.waterfordglobal.com ca.linkedin.com/company/waterford-global-inc	Leading Principals Karen Swystun, Chief Executive Officer; Fred Loewen, Chief Operating Officer
Year Established 2006	Estimated Revenue
Number of Recruiters 10	Number of Offices
Lowest Salary Handled, Average Salary Handled ($70,000, $190,000)	Geographical Concentration Global
Professional Memberships Canadian College of Health Leaders	Fee Procedure Percentage of base salary plus, if applicable, signing bonus
Off-Limits Policy We follow strict off-limits guidelines that preclude us from recruiting out of client organizations for the duration of our client relationship.	Average Time to Completion on Assignments 12-15 weeks
Industry Focus 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	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Board Services	Recently Completed Assignments 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®
www.waterfordglobal.com

Location Tampa, FL www.wilsonhcg.com (813) 600-4303 www.linkedin.com/company/wilsonhcg/mycompany	Leading Principals John Wilson, CEO; Kim Pope, COO; Ken Bowles, CFO; Phil Brakewell, VP, Executive Search; Craig Sweeney, EVP, Global Strategic Talent Solutions
Year Established 2002	Estimated Revenue
Number of Recruiters 50	Number of Offices 20
Lowest Salary Handled, Average Salary Handled ($150,000, $275,000)	Geographical Concentration Global
Professional Memberships 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 (CPID) 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.	Fee Procedure 33.3%, 33.3% shortlist and 33.3% placement
Off-Limits Policy 12 months	Average Time to Completion on Assignments Under 90 days
Industry Focus Academia/Higher Education Consumer Goods & Services Cleantech/Sustainability Financial Services Government Healthcare HR/Diversity Industrial Life Sciences Legal/Compliance Non Profit Professional Services Sports, Media & Entertainment Technology	Functional Expertise Associate to CEO level Search Talent Associate to Partner level Talent
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Outplacement Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments CMO – Professional Services; Managing Director Canada– Financial Services; Managing Director – Malaysia – Financial Services; Director FP&A – Industrial/ Manufacturing, Fortune 500; VP of HR – Supply Chain & Logistics, Fortune 500 Finance; Director – HealthTech; Director Digital - Industrial/Manufacturing, Fortune 500

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.

WilsonHCG
EXECUTIVE SEARCH

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
- Project Search Solutions
- Market Intelligence
- Interim Executives

Learn more



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WittKieffer

Location	Leading Principals
2015 Spring Road, Suite 510 Oak Brook, IL www.wittkieffer.com/ (888) 281-1370 www.linkedin.com/company/wittkieffer	Andrew Chastain, President and Chief Executive Officer; Michael Castleman, Chief Business Officer; Executive Partner, Global Life Sciences & Investor Backed Healthcare; Donna Padilla, Executive Partner, Healthcare; Kimberly Smith, Executive Partner, Academic Medicine; Zachary Smith, PhD, Executive Partner, Education
Year Established 1969	Estimated Revenue
Number of Recruiters 120	Number of Offices 10
Lowest Salary Handled, Average Salary Handled	Geographical Concentration Global
Professional Memberships AESC	Fee Procedure
Off-Limits Policy	Average Time to Completion on Assignments
Industry Focus Academia/Higher Education Healthcare HR/Diversity Life Sciences Legal/Compliance Non Profit Technology	Functional Expertise All Functions
Areas of Service Executive Search Succession Planning Culture Advisory/Culture Shaping Diversity, Equity + Inclusion Board Services Executive Coaching Interim/Contingent Search Leadership Consulting/ Development Onboarding Succession Planning	Recently Completed Assignments

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 to learn more.



Location Philadelphia, PA 19147 wolfsearchsolutions.com www.linkedin.com/in/lisawolfsearch	Leading Principals Lisa A. Wolf, President & CEO
Year Established 2003	Estimated Revenue
Number of Recruiters 13	Number of Offices 2
Lowest Salary Handled, Average Salary Handled ($250,000, $350,000)	Geographical Concentration National
Professional Memberships SHRM, IFMA, NextUp, WFF	Fee Procedure Retained
Off-Limits Policy	Average Time to Completion on Assignments 65 days
Industry Focus Consumer Goods & Services Ingredient Foodservice CPG Hospitality	Functional Expertise
Areas of Service Executive Search Board Services	Recently Completed Assignments 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.

WOLF
SEARCH SOLUTIONS
Real Recruiting. Real Results.

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	27	4:1	62%
Average search cycle time of 65 days	Average candidate slate introduction in 27 days	Average candidate introduction to hire ratio	Average diversity candidate slate delivery

Boutique Search Firm Relentlessly Focused on Relationships and Results

www.wolfsearchsolutions.com
215-666-0676



Location Mt. Kisco, NY www.workandpartners.com (914) 328-2100 www.linkedin.com/in/alanjwork/	Leading Principals Alan J. Work, President; Cindy E. Mirchin, CEO; Victoria Jacobson, Director of Operations
Year Established 2002	Estimated Revenue $1.5m
Number of Recruiters 3	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($250,000, $500,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure 30% of the total compensation package
Off-Limits Policy 1 year after relationship changes	Average Time to Completion on Assignments 75 days
Industry Focus Financial Services Healthcare Professional Services Technology FinTech	Functional Expertise All Functions
Areas of Service Executive Search Diversity, Equity + Inclusion Executive Coaching	Recently Completed Assignments 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 Succes 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

Location New York, NY www.worthsearch.com/ www.linkedin.com/company/worth-search/	Leading Principals Nolan Greenberg, Founder & CEO
Year Established 2019	Estimated Revenue
Number of Recruiters 7	Number of Offices Remote
Lowest Salary Handled, Average Salary Handled ($140,000, $200,000)	Geographical Concentration National
Professional Memberships	Fee Procedure Fee details provided upon request, models offered are Retained, Container, Contingency
Off-Limits Policy Worth does not recruit from any client with whom we have a signed contract	Average Time to Completion on Assignments 60 days
Industry Focus Technology Financial Services Legal/Compliance	Functional Expertise
Areas of Service Executive Search Contingent Search Container Search	Recently Completed Assignments 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

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.



Location 250 Fillmore Street, Suite 150 Denver, CO www.z3talent.com (303) 801-1771 https://www.linkedin.com/company/z3talent	Leading Principals Steven Ziegler, Founder & Managing Partner
Year Established 1998	Estimated Revenue $1.5m
Number of Recruiters 6	Number of Offices 1
Lowest Salary Handled, Average Salary Handled ($150,000, $195,000)	Geographical Concentration Regional
Professional Memberships Denver Metro Chamber of Commerce	Fee Procedure 33.30%
Off-Limits Policy 5 years	Average Time to Completion on Assignments 85-100 days
Industry Focus Consumer Goods & Services Industrial Non Profit Professional Services Technology Private Equity Construction Manufacturing	Functional Expertise Director to C-Suite level including finance, HR, engineering, sales & marketing, operations, executive
Areas of Service Executive Search Culture Advisory/Culture Shaping Board Services Executive Coaching	Recently Completed Assignments 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.

Location ZRG Partners Rochelle Park, NJ www.zrgpartners.com/ www.linkedin.com/company/316077/admin/	Leading Principals Larry Hartmann, CEO; Andrew Nathanson, President & CFO; Cindy Caruso Aquilla, CHRO; Nate Frank, President, Executive Search
Year Established 1999	Estimated Revenue $250m
Number of Recruiters 47	Number of Offices 32
Lowest Salary Handled, Average Salary Handled ($90,000, $250,000)	Geographical Concentration Global
Professional Memberships	Fee Procedure
Off-Limits Policy Negotiable per client, but follow industry standards	Average Time to Completion on Assignments Executive Search: 80-100 days Other: Varies on assignment
Industry Focus Consumer & Retail Education Financial Services Healthcare Industrial Life Sciences Nonprofit Private Equity Professional & Technology Services Real Estate Social Impact Sports, Media & Entertainment Technology TV/Film/Digital Entertainment	Functional Expertise All Functions C Suite/President/Managing Partner Vice President
Areas of Service 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	Recently Completed Assignments

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.