OUR CASE FOR EXECUTIVE SEARCH:
Value of Time and Quality of Access

Average Timeline for Placing Marketing/BD Manager Role

<table>
<thead>
<tr>
<th>Sourcing</th>
<th>Interviewing/Vetting</th>
<th>Offer/Negotiation</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 weeks</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

NO EXECUTIVE SEARCH PARTNERSHIP

<table>
<thead>
<tr>
<th>Of our time</th>
<th>vs.</th>
<th>Of your time</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 weeks</td>
<td></td>
<td>17 weeks</td>
</tr>
</tbody>
</table>

TIME = MONEY

Our placement process is expedited because we already know the market players, so we are able to present 4-6 highly qualified candidates in less than 4 weeks. The alternative is spending significantly more time sifting through hundreds of resumes, organizing dozens of interviews and ultimately choosing from an often less qualified group of professionals.

QUANTITATIVE VALUE:

- Average % of cost savings per placement: **33%**
  - Based on HR time in relation to executive search fees

COMBINED WITH ADDITIONAL SOFT COSTS

- The revenue or opportunity lost while a position goes unfulfilled
- Other work put on hold in order to triage the open position

QUALITATIVE VALUE:

- **MAJORITY OF QUALIFIED CANDIDATES ARE CURRENTLY EMPLOYED**
- **HR MANAGERS CAN HAVE AS MANY AS 50 OPEN POSITIONS AT ONE TIME**
- **MARKET DEMAND EXCEEDS SUPPLY**
- **INTER-DEPARTMENTAL RELATIONS**
- **IN A TIGHT LABOR MARKET WHERE POTENTIAL CANDIDATES MAY WORK FOR A COMPETING FIRM AND ARE NOT ACTIVELY LOOKING, A TRUSTED SEARCH CONSULTANT CAN FIND THE RIGHT CANDIDATES, GET THEIR ATTENTION, AND MARKET YOUR OPPORTUNITY**
- **They need the ability to select where to best allocate internal resources and where to delegate to a specialized external partner**
- **Requires a wider perspective on the marketplace outside legal**
- **A team with 60+ years of in-house experience can navigate difficult conversations, sensitive outreach and unbiased candidate vetting**