



Your Executive Search Partner...



Committed to Performance, Quality and Results!



About Hunt Executive Search

Since 1988, the Partners, Consultants, and Associates of Hunt Executive Search have successfully demonstrated their ability to conduct executive search services unequalled by rival search firms.

We understand the war for talent rages and the unprecedented challenges faced by the business community we serve in attracting, retaining, and developing senior management.

Our dedicated practice groups in Consumer Goods and Services, Life Sciences, and Diversified Industrial markets ensure our deep market mastery and provide our clients access to the most qualified candidates for every position.

Based on the client's objectives, we determine the profile of skills, competencies, and experience required for a position, as well as uniqueness of the corporate culture and business needs. We work with the highest standards of integrity and competence to identify and evaluate the "A" Player candidates best suited to address the client's business challenges.

Our passion for continuous improvement has born proprietary best practices, which in collaborative partnership with our clients, assures the right person is sourced and selected for each unique executive position, virtually every time.

Our Expert Search Process drives the results through milestones and mutual accountability, which are completely transparent in our communications, as well as visually through our Client Gateway and Client Side Reporting System. Beginning with Client Kick Off Interviews, Search Execution, Regularly Scheduled Status Updates, In-Depth Interviewing, Selection, 360° Reference Checks, the Placement and through On-Boarding, our systems and processes are more comprehensive and thorough than any rival firm.

Globally Connected < Individually Committed

Argentina
Australia
Belgium
Brazil
Canada
Chile
China
Columbia
Czech Republic
France
Germany
Hong Kong
Hungary
India
Indonesia
Italy
Mexico
Netherlands
Norway
Peru
Poland
Russia
Singapore
South Africa
South Korea
Spain
Switzerland
Taiwan
Turkey
UK
USA

Organizations around the world trust Hunt Executive Search to recruit Regional General Managers/Country Managers and Functional Leaders globally. Locally and through our global 1WorldSearch network of offices in >30 countries We meet this responsibility with integrity and best-in-class results.

GLOBAL REACH

- Boots on the Ground: Global Partners in 40 Countries
- Americas-EMEA-Asia Regional Centers of Excellence
- Thorough in-country search and global talent mapping.

COST SAVINGS - ROI - VALUE

- No Risk Performance based fee schedule
- 2 Year Placement Guarantee
- Flexibility & Choices of search options to suit clients' needs
- No value added tax (VAT) in other countries
- No administrative or research fees
- Single billing source and currency globally

RESULTS - NO EXCEPTIONS

- 97% search completion rate vs. 60-70% multinational rivals
- Searches Completed in <60 days: 55%, <90 days: 87%

BEST OF BOTH WORLDS

- Boutique Service Levels on every search
- Top 10 Global Retained Executive Search Firm
- Single Partner point of contact & Accountability globally
- No more risk selecting search partners in other countries
- No big search firm silos or indifference cross-border
- No Jr. level people responsible for executive searches
- Limited hands-off issues vs. multinational rivals

Industry and Functional Expertise

Through matrixed practice areas of industry, function, and geographic specialization, our clients have direct access to the individual as well as institutional knowledge and experience of our firm's extraordinary recruiting professionals. Our focus and specialization to your industry makes us uniquely qualified to service your search and recruiting needs.



Consumer Goods and Services

Life Sciences / Healthcare Services

Professional Services

Diversified Industrial / Manufacturing Services

In addition to a thorough knowledge of the industry challenges our clients face, we realize our clients need search consultants with the background and experience in locating the top talent in the key functional areas. We have developed regional and global functional centers of expertise to focus on positions in the key areas listed below.

General Management

C-Suite • President • General Manager

Commercial

Sales • Business Development • Marketing •
Brand Management

Product Supply / Technical

Supply Chain Logistics • Manufacturing •
Purchasing • Engineering • Quality • R&D

Administration

Finance • Human Resources • Legal • Information Technology



Expert Search Process



Search Strategy

- Search Process
- Target Source Companies List
- Competency Model



Talent Screening

- Competency Interview
- Cultural Fit Interview
- Assessment
- Preliminary Reference Check



Candidate On-Boarding

- Comprehensive Benchmarking
- Selection
- Complete 360 References
- Verbal & Written Offer
- Negotiations
- Written Offer Acceptance
- Resignation



Needs Assessment Profiling

- Position
- Culture



Talent Sourcing

- Identify Candidates
- Preliminary Candidate Screening
- Potential Candidates Matched to the Specific Position and Cultural Criteria



Interview

- Short list candidates identified
- Candidates and clients are prepared for interviews
- De-Brief Post Interviews



Since every client is different, every assignment is unique. What remains constant are the high standards we apply when conducting a search. We employ a systematic approach that is swift and comprehensive in scope involving an in-depth investigation of an expansive field of well-qualified individuals. We recognize that most of our clients have urgent needs, and we aim to meet those needs quickly.

We employ a detailed "Lean-Sigma" approach to our search process that employs our own internal "Best Practices," not the least of which include transparent milestones, value stream mapping and reporting. We conduct all assignments as discreetly as possible, guaranteeing the confidentiality sought by clients and potential candidates alike.

Why Hunt Executive Search

At Hunt Executive Search we passionately believe, first and foremost, our job is to deliver top-quality service and results that exceed clients expectations.

Quality is evident at every point of the search process. From the moment you meet us to the moment we complete the recruitment of your next top performer, you will be educated, communicated with, attended to and served with an intensity and authenticity not common in the executive search field.

Hands on, attentive, and eager to exceed your expectations, Hunt Executive Search consultants ensure that your executive search experience is a seamless success from beginning to end.

Our Mission: Be the preeminent supplier of "A" Player Human Capital to the clients we serve.

Our Vision: Be the first firm that comes to mind whenever Executive Search services are considered.

Our Goal: Delight our clients with our service and the results we achieve 100% of the time.

Throughout our history, Hunt Executive Search has emphasized building long-term client relationships. Our success in this commitment is demonstrated by the fact that 85% of our projects come from existing client relationships, while achieving a double digit annualized organic growth rate for over a decade.

Hunt Executive Search is a boutique service provider with the global reach. Our years of experience, market mastery, unwavering commitment to high value added service, expert assessment of "A" Player Human Capital, coupled with our best-in-class consultants and staff, enable us to provide a broad range of sophisticated executive search and consulting services to meet the most demanding needs of our discerning clients.

We're proud of our old fashioned values and work ethic. We're passionate about what we do and we want everyone to know it. We have the opportunity and responsibility to profoundly impact the lives of all the individuals and organizations we serve. That's a responsibility we take very seriously.

Our commitment to our clients is to provide better service, work smarter and harder, be more committed, and get better results than any other search firm. We're willing to stake our reputation on it.

After 20 years as an executive search leader, we're confident you'll agree that Hunt Executive Search has earned the right to be -- Your Executive Search Partner: Committed to Performance, Quality & Results.

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Why Hunt Executive Search

www.huntsearch.com

Why Hunt Executive Search

Innovative Technology

With a deep and rich heritage in placing senior management at leading companies, Hunt Executive Search understands in order to be considered an industry leader, a company requires cutting edge technology. That's why we continue to make significant technology investments in our company resulting in multiple state-of-the-art tools to expedite intelligence and communication flow for clients and candidates alike.

Client Gateway® -- a password protected extranet that provides clients 24/7 access to your search status.

Whether seeking an individual executive or running a comprehensive multi-search program, this secure extranet consolidates and organizes all relevant search and candidate information.

This state of the art portal for search status is a key tool to maintain momentum in your search and ensure timely responsiveness leading to a shortened search timeline.

Candidate Gateway® -- a proprietary extranet that offers time-starved and highly sought after candidates comprehensive information on a prospective search and company.

These tools serve three primary purposes: they enable us to significantly reduce search time, efficiently attract and communicate with the world's most qualified candidates, and strategically position clients.

Accountability Instruments

The best way to ensure clients are completely satisfied is by repeatedly querying for perceptions of our performance. Our thinking is the more we communicate, the greater our chances are of delighting you with service and exceptional candidates.

30/60/90 Day Audit™ -- a comprehensive assessment tool which provides a formal feedback mechanism and ensures search milestones are met according to client expectations.

The Client 360° Survey™ -- a post-search exercise that offers both client and search firm an opportunity for learning and continuous improvement.

Visit our website at www.huntsearch.com or call us at (800) 486-8476 for additional information.

Array Of Services

We serve clients with dedicated industry based practices matrixed with functional vertical expert teams. We conduct searches for General Management, C-Suite, EVP/SVP/VP and functional heads. The assignments we conduct are for positions where annual cash compensation is between US \$300K and \$1M+. While we have >50 offices and affiliates in 40 countries, we conduct assignments worldwide with boutique levels of services, taking advantage of our best in class network, contacts and market mastery in established and emerging markets.

Executive Search

- Senior Executive Search
- Upper Management
- Specialized Functional Leadership
- Interim Executive Placement

LeaderShift Architecture & Assessment

- Job Profiling & Competency Modeling
- Candidate Assessment
- Gap Analysis
- 360° Assessments
- Performance DNA®
- TriMetrix®

LeaderShift Consulting

- Executive Coaching
- Organization Development & Reorganization
- Change Management
- Long Term & Short Term Strategic Planning
- Project Management
- Various Studies and Market Research
- Compensation Analysis
- Competitive Intelligence



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Array Of Services

Key Performance Indicators (KPIs)

We believe transparency and collaboration are mission critical in order for true partnerships to develop. We would like to share some of the key metrics we track in hopes it might add some value to your process as much as it does to ours.

Below are our Key Performance Indicators (KPIs) for searches completed in the last 24 months. These KPIs are the reason for the results of our Performance Topgrading Process that include all the tools we use to successfully complete searches for our clients.

Diversity:	44% Diversity including gender and/or race. (North American statistic)
Retention:	95% Retention rate for last 24 months, 83% retention for 3 years.
Promotability:	62% of the people we placed over the last 5 years were promoted or have expanded their scope of responsibility within their respective company. 37% of the people we placed in the last 2 years have expanded their scope of responsibility. This does not include those considered high potential, yet to be promoted or factor the high percentage of searches we conduct which are for the top job within their respective functional vertical, thus have more limited advancement. The "A" Players we place get promoted.
Acquisition Time:	17 days to deliver the candidate that was ultimately hired.
Submittal to Hire:	31 days from submittal to hire.
Completion Timeline:	55% of the time an offer and acceptance occurs in <60 days. 87% of the time an offer and acceptance occurs in <90 days.
Search Completion:	98% of retained searches are successfully completed.

Argentina
Australia
Austria
Belgium
Brazil
Canada
Chile
China
Columbia
Czech Republic
Denmark
Finland
France
Germany
Hong Kong
Hungary
India
Indonesia
Italy
Mexico
Netherlands
Norway
Peru
Poland
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Taiwan
Turkey
UK
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USA



Boutique executive search services with best in class global network, contacts and market mastery.
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