

EXECUTIVE PIPELINING



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Our experienced consultants identify and assess market talent in support of your benchmarking needs.



01

STRATEGY

Leaving no stone unturned, the team builds and tracks a pool of relevant talent based on benchmark criteria.



02

RESEARCH

Individuals are investigated and assessed based on qualifications and fit, with input from the client and expert sources.



03

RESULTS

Relevant standouts in the talent pool are profiled, ranked and presented to clients for review in a clear and concise report.

EXECUTIVE PIPELINING

Our report addresses the current and/or future needs of the company.

- **Benchmarking Internal Talent** (Evaluation)
- **Succession Planning** (Long-term Options)
- **Unplanned Vacancy** (Immediate Needs)
- **Relationship Development** (Deals, Partnerships)
- **Market Intelligence** (Competitor, M&A, Due Diligence)



RECENT SUCCESSES

\$8B Capital Equipment Manufacturer

Duration: 72 Months

Project: President

Result: President

Formal cross-country partnership to develop best practices in chemical mfg. across both companies.

Cost: \$153,000

Total Savings over Traditional Recruitment : \$180,000

\$19B Private Equity Firm

Duration: 36 Months

Project: Portfolio Co. Succession Pipelines

Result: CEO, COO, CFO

Top HC CFO's in medical device mfg. led to acquisition and competitive advantage. Due diligence for CEO.

Cost: \$285,000

Total Savings over Traditional Recruitment : \$330,000

\$15B Energy Company

Duration: 42 Months

Project: Succession Pipelines

Result: CFO, Controller, Several VPs

Identified and benchmarked applicable CFO prospects for succession. Intelligence for acquisition purposes.

Cost: \$370,000

Total Savings over Traditional Recruitment : \$430,000

\$40M Global Professional Services Firm

Duration: 30 Months

Project: Consultants

Result: 22 Hires

Competitive intelligence. Adjusted compensation structure.

Cost: \$400,000

Total Savings over Traditional Recruitment : \$1.15M

\$8B Consumer Foods Company

Duration: 24 Months

Project: Talent Benchmarking

Result: 6 Hires Marketing & Sales GM

New role created for industry star. External benchmark program tied to recruitment.

Cost: \$230,000

Total Savings over Traditional Recruitment : \$370,000

\$45B Retailer

Duration: 36 Months

Project: Talent Upgrade

Result: 8 Hires C-Suite

Complete IT and HR rebuild. Talent due diligence for \$15B acquisition.

Cost: \$330,000

Total Savings over Traditional Recruitment : \$470,000

\$3B Global Aerospace Component Manufacturer

Duration: 6 Months

Project: CEO Succession

Result: CEO and Chief Strategies Officer

Cost: \$120,000

Total Savings over Traditional Recruitment : \$380,000

\$6B Global Investment Data Content Provider

Duration: 18 Months

Project: C-Suite Benchmarking

Result: 12 Positions (External Succession Options)

BOD-initiated succession planning support.

Cost: \$250,000

\$3B Global Industrial Manufacturer

Duration: 6 Months

Project: CEO Succession

Result: Top 5 (External Succession Options)

CEO retirement plan and disaster recovery.

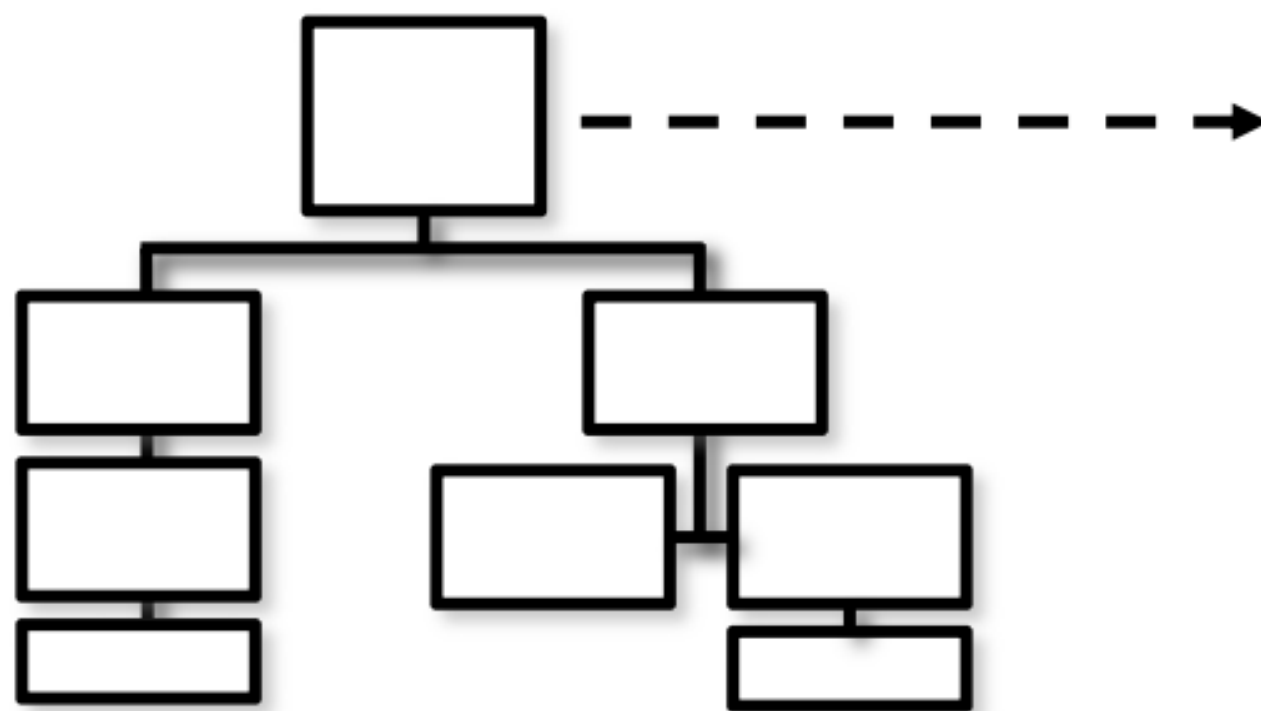
Cost: \$120,000

WHO IS USING PROSPECTCITY TO SUPPORT SUCCESSION PLANNING?



THE DELIVERY VEHICLE

A secure, proprietary database is available, offering a transparent view into our progress and execution. The database organizes information for succession, benchmarking, unplanned vacancy, resource planning and development.



| |
|---|
| Position |
| Incumbent Time to move/retire Attributes |
| Internal Successors Readiness Timing Roadmap |
| Top External Prospects Profile/Resume Opinion/Career Asp/Interview |
| Applicable Talent Pool Profile/Resume Opinion/Career Asp/Interview Benchmark Data Intel Resource |

More than just data, this is an ongoing people-powered research exercise, led by expert senior level talent consultants along with an extended network of resources.

- Profiles and Resumes
- Interview Notes
- Source Opinion
- Ratings
- Tracking Mechanisms

Clients own all data

Resumes, job specs

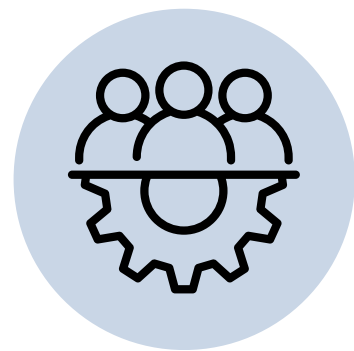
Interview notes, intelligence.

Accessible via any browser

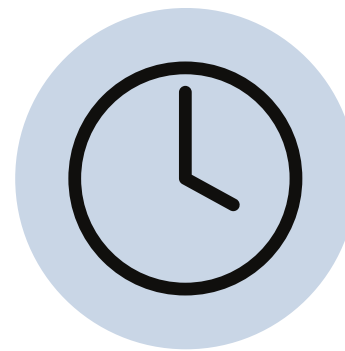
Solid, stable and very secure

PIPELINING VS. TRADITIONAL EXECUTIVE SEARCH

Since the 1950's executive search business models and fees structures remain unchanged. Some hiring executives prefer a short, expensive transaction and want recruiters to go away until the next need arises. We see pipelining as an opportunity to invest in more than a transaction; it's a partnership that offers an ongoing perspective of the talent market.



Our service offers an integrated talent strategy that benchmarks, tracks and rates talent, leading to better decisions. **Unlike search firms, we have no special interest in your decision.**



Our fees are based on time, not candidate compensation. In the event of a hire, there is considerable cost savings over traditional search.



We have **no off-limits and zero conflicts** among clients or talent.



Our long-term client partnerships create **a better understanding of cultural, strategic, and relevant market issues**, resulting in a higher-quality deliverable.



If our clients want to pursue an executive, we simply make the introduction and **let our clients close the deal.**

HIGHEST QUALITY AT THE LOWEST RISK



WE WERE THERE

Partner-level executive recruiters rely heavily on internal associates and research experts to generate and pre-qualify candidates for them. We have those individuals here too. In fact, each of our team members has a minimum of 20 years of experience at prominent senior executive search firms.



WE HOOK THE FISH

Instead of traveling to meet candidates, we interview extensively via videoconference and phone. We take a balanced position advocating for both candidate and client. After introducing candidates and handing off to clients, we leave it to them to shape and sell the opportunity, discuss offers and negotiate transactions.



HIGH PROFIT VS. STABILITY

Executive search is a profitable business with most recruiters profiting over 70% on each project. We exchange higher profits for a long-term successful relationship. Clients get an extension of their HR capability focused on the external talent market. With partnerships, our clients benefit from growing expertise specific to their company.



NO OFF-LIMITS ISSUES

With a focus on identifying and assessing executives in the talent pool for succession and intelligence purposes, we can avoid the off-limits issues typically faced by large firms. Transactional executive search results in a larger client base, each of which becomes off-limits to the recruiters. Without those restrictions we can rate executives with an honest, complete perspective.

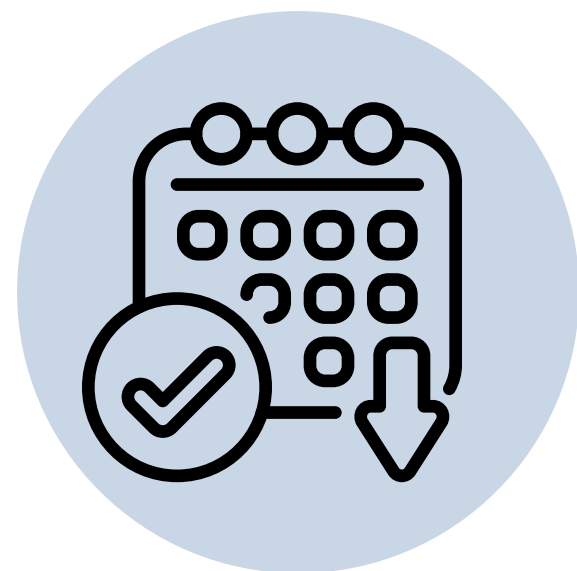
PIPELINING VS. TRADITIONAL EXECUTIVE SEARCH

Integrated long-term talent strategy vs. a transaction.

| COMMENT | PROSPECTCITY | SEARCH FIRM |
|--|--------------------|------------------------|
| Retainer based on | Time/Resources | Hire's Compensation |
| Active projects (base retainer) | Up to three | One |
| Success fee upon hire | \$9,500 | True-up (Compensation) |
| Peripheral intelligence projects | Included | N/A |
| Who owns the data accumulated | Client | Search Firm |
| Transparency | 100% | Candidates Only |
| Delivery vehicle | Dedicated Database | Email/Documents |
| Off-limits issues | None | Yes |
| Addresses immediate vacancy | Yes | Yes |
| Addresses long-term succession planning | Yes | No |
| Tracks and benchmarks market talent | Yes | No |
| Grows expertise specific to your company | Yes | No |

PRICING

Prices are based on time and size of team. No long-term contracts are required. Clients can expand, reduce or suspend activity at any time with no penalties.



MONTHLY RETAINER

Our monthly retainer is based on time and resources, not on compensation. At the base rate, clients have a dedicated three-member team managing up to three active positions at any given time. The team can be redirected anytime at the client's discretion. No contracts are required. If we do not meet expectations, don't pay us.



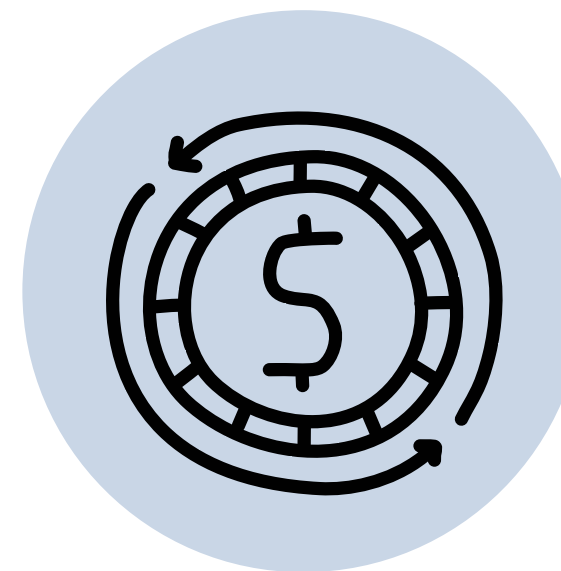
SUCCESS FEE

In the event an individual presented by Prospect City is hired by your company, we charge a one-time \$9,500 success fee due upon acceptance.



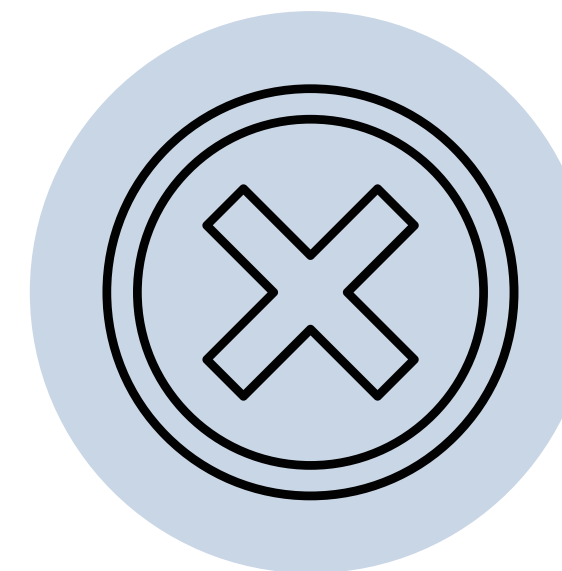
TECHNOLOGY

Clients own the data, and our database is included with every project, allowing 24/7 access to your data. In the event of a pause in activity clients may opt to keep the database active or export a full copy.



REIMBURSEMENT EXPENSES

No reimbursable expenses will be incurred without permission from the client in advance.



SUSPENSION/CANCELLATION

In the event of complete suspension billing will cease immediately. Any outstanding invoices are expected to be paid. Any re-activation of services will NOT require any surcharges for the startup period or technology.

LEADERSHIP



Robert Stein

Robert Stein spent the first half of his career in senior level executive search with well-known search firms Russell Reynolds Associates and Korn Ferry, as well as with several leading boutiques. Since founding Prospect City in 2003, Bob has served dozens of clients with the senior level executive benchmarking services, talent pipelining, executive references, talent intelligence, succession planning, and specialized executive recruitment services. Bob regularly presents to company boards and private equity leadership teams in support of talent-related projects.

Bob continues to build and maintain a global network of industry resources across most major consulting firms for the purpose of talent intelligence, industry and competitor expertise, and market evaluation.

In addition to our internal team of professionals, our firm has external resources and close, trusted relationships with numerous senior level executive recruiters, management consultants and a global network of over 1,000 recruiting researchers covering every industry, function and geographic region. These resources allow us to be flexible and responsive to our clients needs, regardless of complexity, location and scale.



Call us at (630) 805-1963, or email Bob at rstein@prospectcity.com.

www.prospectcity.com