



## An Overview of Executive Pipelining

We track talent on an ongoing basis. We make you more opportunistic.

Responsibilities change. People change. Happiness levels change.

*Will you see opportunity and be able to act quickly?*

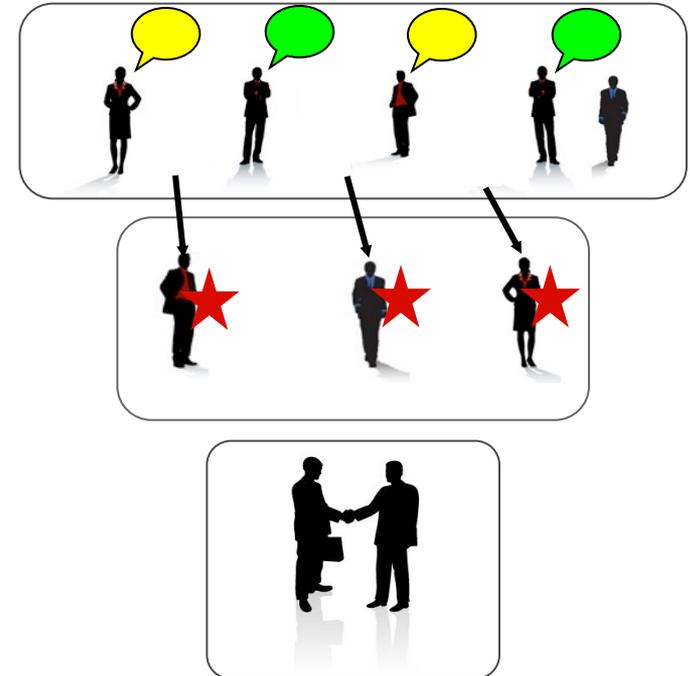
## What is Executive Pipelining?

Executive Pipelining is a process by which our experienced team of consultants identify, interview, assess and introduce market talent in support of a client's needs.

- At the direction of the client, the team builds and tracks a pool of market talent based on select criteria.
- Individuals are interviewed and assessed based on fit and multi-point referencing from peers, ex-coworkers and top senior level recruiting partners.

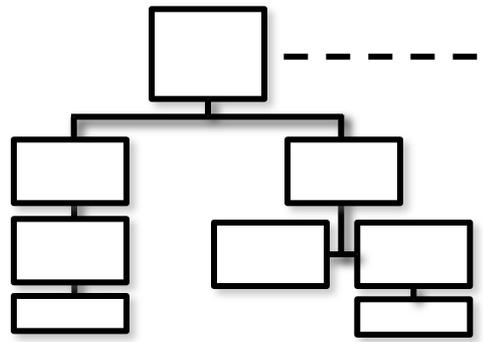
These “stars” are presented to clients to address current and future needs, including

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



# Our Delivery Vehicle

A secure, proprietary database is included. The database organizes information for succession, benchmarking, unplanned vacancy, resource planning and development.



More than just data, this is an ongoing people-powered research exercise, led by expert senior level talent consultants in direct contact with each executive

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

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

- Clients own all data
- Document storage
- Links to valuable Intelligence resources
- Accessible via any browser
- Solid, stable and very secure

## Pipelining vs. Executive Search Firms

- Our service offers an integrated talent strategy that benchmarks, tracks and rates talent, leading to better decisions around internal talent and options for external talent. Unlike search firms we have no special interest in your decision to develop within or hire from outside.
- Our long-term client partnerships create a better understanding of cultural issues and relevant market issues, resulting in a higher-quality deliverable.
- We work for just one company per industry, ensuring no off-limits and zero conflicts among clients or talent.
- Our fees are based on time and not based candidate compensation, more frequent hiring results in a substantially lower cost-per-hire.
- Traditional search firms successfully complete less than 70% of projects. While one in three projects fails, most executive search firms collect all of their fees within the first three months. All of the risk is carried by the client.
- Average completion time for traditional executive search firms is 121 days. While we strive to beat it, we guarantee that our close partnership results in a growing momentum that shortens the time-to-complete significantly. In fact, one of our clients hired 22 senior executives in a 30-month timeframe due to the momentum gained through our effort.
- Clearly, transactional executive search has a place. Since the 1950' s executive search business models remain unchanged as does the fee structure. 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 an talent-building resource for their evolving business.

# Pipelining vs. Executive Search Firms

## Integrated long-term talent strategy vs. a transaction

<u>Comment</u>	<u>Pipelining</u>	<u>Executive Search</u>
• 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%	Access to candidates only
• Delivery Vehicle	Dedicated database	Email
• Addresses immediate vacancy	Yes	Yes
• Addresses long-term succession planning	Yes	No
• Introduces peripheral talent & networking opportunities	Yes	No
• <u>Tracks</u> longer-term potential talent	Yes	No
• More hires = lower cost-per-hire	Yes	No
• Grows expertise specific to your company	Yes	No

# Lower Cost Without Sacrificing Quality

## 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 - Clients Decide When to Act, Then Reel Them In

- Instead of traveling to meet prospect candidates we interview extensively via 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. We believe clients are best positioned to articulate and sell the opportunity.

## High Profit vs. Stability

- Frankly, executive search is a highly profitable business with most recruiters profiting over 70% on each search project. We exchange higher profits for a longer-term relationship with success for our teams and for our clients. Clients get an arms-length extension of their HR capability focused solely on the external talent market for succession planning, recruitment, intelligence, and talent tracking purposes. With longer term partnerships our clients benefit from our 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 search firms. Transactional executive search results in a larger client base, each of which becomes off-limits to the recruiters. Without those restrictions we can overturn every stone and rate executives in the market with an honest, complete perspective. How can search firms deliver the very best talent in an incomplete, restricted talent market?

# 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 projects 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 or contracted by your company, we require a \$9,500 success fee due upon acceptance.

## **Technology**

Technology is included at no additional charge. In the event the client suspends all activity, the client may opt to keep the database active (unlimited users) for a small monthly subscription fee.

## **Reimbursable 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. In addition, any active candidates are subject to a success fee for a period of 180 days. Active candidates are defined as those individuals assessed and *delivered* by Prospect City for the purpose of hiring. Any re-activation of services will NOT require any surcharges for the startup period or technology.

# Profiles & Reports:

Users can download profiles and reports directly from the database. We work directly with clients to deliver board-quality custom reports and presentations as needed.

## Vaughn, Blake

VP Reverse Logistics, Brightpoint

Work  
Indianapolis, IN  
(317) 777-1801 (Mobile)

Home  
blake.v@brightpoint.com  
blake.v@yahoc.com

### Current

Vice President of Reverse Logistics at Brightpoint

### Past

Director of Reverse Logistics at Brightpoint  
Sr. Manager at AT&T Wireless  
Product Analyst at Retek/Ora

see all  
Education

University of Notre Dame  
Georgia Institute of Technology

### Summary

Provide strategic direction for business development, and operation of Brightpoint's Reverse Logistics business unit.

### Project History

GC-VP/GM-Resolve-003 Arrow Electronics, Inc. VP/GM, Resolve

### Experience

VP Reverse Logistics Brightpoint 12-01-2010 - Current  
Director, Reverse Logistics Brightpoint 01-01-2007 - 12-03-2009  
Sr. Manager, Supply Chain AT&T Inc. 04-02-2003 - 12-31-2006

### Memos

Type:  
Initially with BP came to reshape operations once completed his focus became sales over

Brightpoint's go-to-market strategy for Reverse Logistics. While we look

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Blake Vaughn  
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### QUALIFICATIONS

A results oriented leader with proven experience in supply chain transformation, building reverse logistics, operations, and business development. Background includes logistics, transportation management, project implementation, vendor management, real estate selection, software implementation, center management, repair services and key customer account management.

### EXPERIENCE

Brightpoint, Inc. 2007 - Present

Vice President of Supply Chain Solutions, Reverse Logistics, Indianapolis, IN  
Responsible for the Reverse Logistics line of business, strategy, financial and pricing account management team to execute reverse and repair services for OEMs, vendors, and carriers.

- Created strategy and business case for 18% acquisition of repair company, Touchstone Wireless.
- Led integration and post-acquisition leadership team resulting in no disruptions to existing customers.
- Developed and led business development program for new business unit.
- Responsible for operating budget of \$150M for Reverse and Repair services.
- Support business development for global supply chain issues.

Director of Reverse Logistics - Plainfield, NJ  
Managed the Reverse Logistics operation with a focus on profitability focusing on execution and business growth.

- Transformed business from a non-profitable to a \$1.2M profitable business unit.
- Completed end to end process resulting in \$2.5M annual savings
- Reduced inventory reducing working capital and eliminated customer satisfaction issues by meeting and exceeding SLAs.
- Reduced cost per unit 60% by implementing process improvements and driving system enhancements.
- Managing 3<sup>rd</sup> party repair facilities to ensure customer SLAs are met while monitoring repair costs and quality.
- Created long term strategy to drive top and bottom line growth.

AT & T / Cingular Wireless 2003 - 2007

Senior Manager Supply Chain - Atlanta, GA

Device Support Center Manager  
The Device Support Center project was executed on behalf of the CEO's office to provide customer training and warranty support for customers requiring a local warranty service option.

- Ran a \$400M national launch of 75 device support centers across 30 cities.
- Key responsibility included site selection, completing construction, staffing and managing operations.
- Managed multiple vendors with contracts over \$20M annually to staff the support centers
- P&L responsibility of \$26M annual operating budget.

### Supply Chain Projects

- Plan and implement continuous improvement projects by leading projects for system and operational changes, working with Cingular's leadership to establish policy, and developing strategies to minimize operating costs.
- Led reengineering project that centralized all warranty returns and consolidated repair vendors into a single facility while bringing on line seven OEMs to perform repairs resulting in decreased repair turn around time of 25 days, improved quality and ensured sufficient repair capacity to sustain future growth.
- Managed staff that administers Manhattan's Reverse Logistics Manager (RLM) application, responsible for User Acceptance Testing, developing training materials, and coordinating changes across three outsourced call center companies with over 2,000 users.

	GM Experience (Y/N)	P&L	Sales/Marketing (Y/N)	Operations (Y/N)	Manufacturing (Y/N)	Capital Goods	Financial Operations	Direct Exports (Y/N)	Strategy (Y/N)	Country (Y/N)	Language (Y/N)	International Exp. (Y/N)	Comments
<b>Top Tier Discussion</b>													
Jon Jensen President & CEO, AES (Ako)	9	\$1.4B	18	21	18	Complex Wiring Assemblies for Commercial Trucks	18					8	
Bob Hutchinson VP/GM, Parts & Services Cummins, Inc.	11	\$1.6B	14	21	14	High HP Compressor Drive/lear Trans	13					16	
Mark Weber President, Environmental Solutions, Federal Signal Corporation	13	\$475M	10	30	14	Eight Sweepers Industrial Vacuum Trucks	10					14	
<b>Tier Two Discussion</b>													
Terry Dolan President, International Wipac (x-Boat Longyear)	4	\$550M	21	4	19	Construction Equipment Power Gen. Equipment	7					15	
Peter Lambert VP & Corporate Officer, Westair Corporation	10	\$300M	11	16	16	Paint Systems Industrial High-Tech Equipment Mfg.	9					13	
<b>Skimmed via Tool</b>													
Arthur "Chip" Bottom Managing Director, Consequy Resources (x-36)	16	\$750M	20	16	16	Large Compressors Power Gen. Equipment	7					16	

Development in quality management, and now data analytics. She is a flexible and adaptable for an engineer.

More advanced at this early stage, as a leader in terms of project and charisma. Seems comfortable detaching from engineering and focusing on project management, conceptualization and people.

Engineers are usually stuck in engineering, execution-heavy to a fault, or they quickly get out of the function into sales, marketing, etc. She is neither, and both, in a way. Very unique.

Successes in product development and internal selling, etc. Her current and last roles are sort of self-driven. The direct result of her success in her last role. It is the globalization of her success. We need validation.

On paper she is beyond most papers in technology. They are more sub-function specific, like software and hardware, etc.

Mona is a core contributor to development from a R&D tech standpoint. Data is the core to all of the products she is ultimately wrapped in software, etc.

Since the CEO left in 2014 the road ahead of her might be more open.

Long runway. Can't be challenged and happy for a long time?

High-Risk factors include:

She is known outside the company among the most innovative. She will be approached often about

But so far Mona is considered a star, and a really strong influence outside TR in the tech community.

# Relevant Projects

## \$8B Capital Equipment Manufacturer

**Duration:** 72 months

**Project:** President

**Results:** President

- + Young, industry-leading six sigma expert hired to build formal function
- + Formal cross-company partnership (JV) to develop best-practices in chemical mfg. across both Cos.

**Cost:** \$153,000 (total savings over traditional recruitment=\$180,000)

## Private Equity Firm

**Duration:** 36 months

**Project:** Portfolio Co. Succession

**Results:** CEO, COO, CFO

- + Top HC CFOs in medical device mfg. led to acquisition and ongoing competitive advantage.
- + Managing Director for European Office.
- + Due Diligence for CEO, \$19B Co.

**Cost:** \$285,000 (total savings over transactional recruiter=\$330,000)

## \$15B Energy Company

**Duration:** 42 months

**Project:** Succession

**Results:** CFO, Controller, Several VPs

- + Identified and benchmarked applicable CFO prospects for succession.
- + Intelligence for acquisition purposes.
- + Multiple Hires.

**Cost:** \$370,000 (total savings over transactional recruiter=\$430,000)

## \$40M Global Professional Services Firm

**Duration:** 30 months

**Project:** Consultants

**Results:** 22 Hires

- + Competitive intelligence
- + Significant improvement in hiring process
- + Adjusted compensation structure

**Cost:** \$400,000 (total savings over traditional recruitment=\$1,150,000)

## \$8B Consumer Foods Company

**Duration:** 24 months

**Project:** Talent Upgrade

**Results:** 6 Hires Marketing and Sales GM

- + New role created for industry star
- + Successor to CMO
- + External benchmark program tied to recruitment

**Cost:** \$230,000 (total savings over traditional recruitment=\$370,000)

## \$25B Financial Services Company

**Duration:** 36 months

**Project:** Talent Upgrade

**Results:** 8 Hires C-Suite

- + Complete IT and HR rebuild.
- + Attracted talent ahead of reorganization. Hit the ground running.
- + Talent due diligence for \$15B acquisition

**Cost:** \$330,000 (savings over recruitment=\$470,000)



# Leadership



Robert Stein has more than 35 years in senior level executive search. His employment experience includes Russell Reynolds Associates, Korn Ferry International and several boutiques. Since he founded Prospect City in 2000, Bob has consulted for Spencer Stuart, Heidrick & Struggles, DHR, Stanton Chase, Signium International and numerous boutiques on issues of search process re-engineering, search execution, turnarounds, technology and operations, resulting in best practices around talent identification, assessment and processing.

Bob has led senior level executive search projects for numerous companies, public and private, global and national, and spanning almost every industry.



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.

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