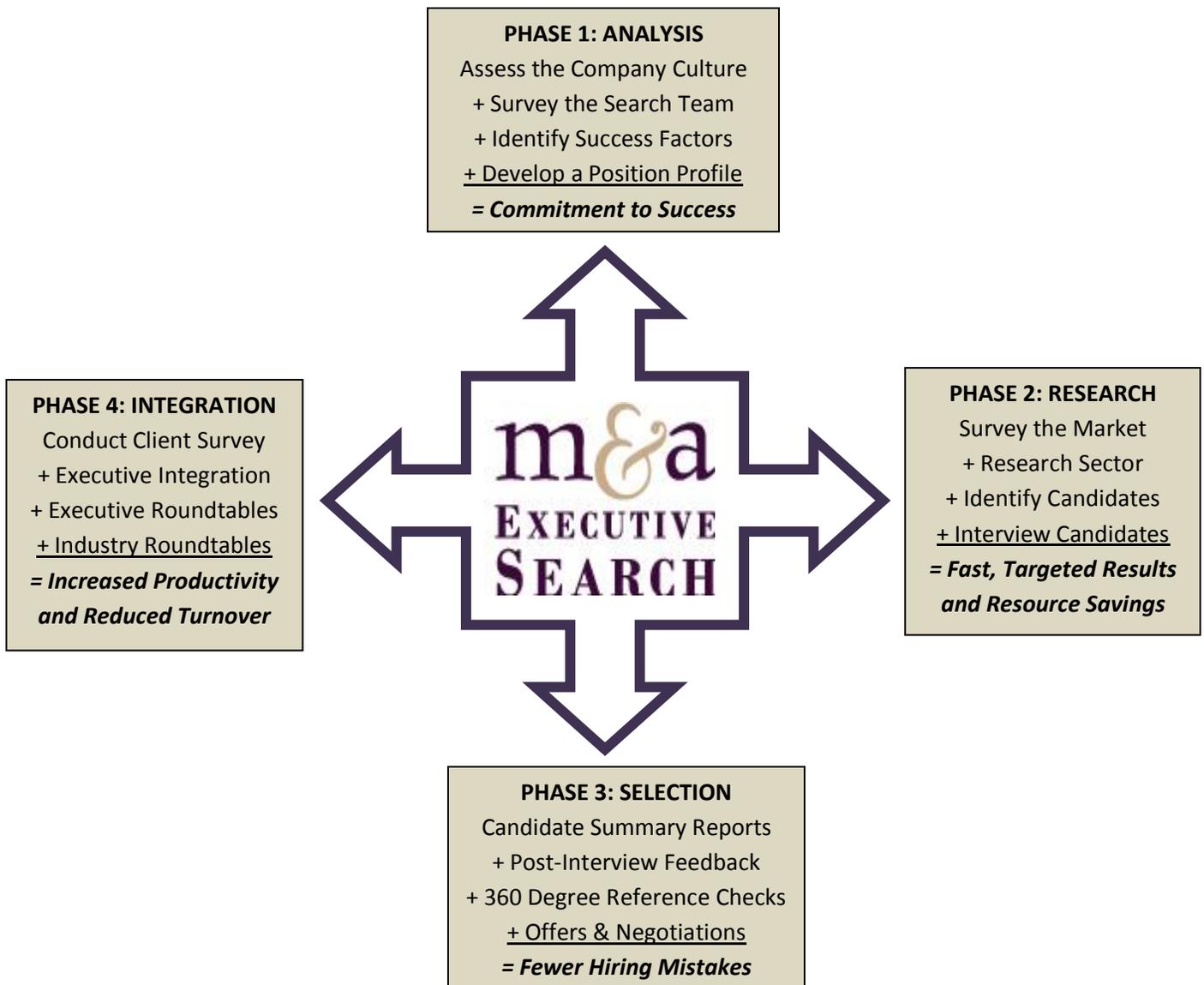


PROFITABLE SEARCH PROCESS

M&A Executive Search uses a four-phase approach to our retained search process, which we refer to as our Profitable Search Process because it ensures that results can be measured and benchmarked at each stage of the process.



PHASE 1: ANALYSIS

M&A Executive Search begins by immersing itself into the organization, investigating organizational structure, corporate culture, and expectations for the position. Based on thorough interviews and research processes, we create a position profile that conveys key criteria for the candidate, as well as what makes the role a compelling opportunity.

PHASE 2: SEARCH

M&A Executive Search develops a target list of candidates, then individually contacts each prospect to discuss with them the unique opportunity available. A typical search includes identifying more than 150 prospects, interviewing 30 to 40, and developing a final slate of 3 to 5 top candidates.

Phase 3: SELECTION

We provide comprehensive candidate summary reports for each finalist along with a recommended course of action. After each interview, we circle back with the client providing feedback from the candidate concerning post-interview impressions. We discuss with the client how to best structure an offer that will be compelling to the primary candidate.

Phase 4: INTEGRATION

Unique to M&A Executive Search, our firm provides executive integration services for up to a year following a placement to ensure a smooth transition. In addition, M&A hosts facilitated Executive Roundtables and a peer advisory board, and M&A's Industry Workshops provide valuable insight to industry trends, leadership and employment issues, and ways to build a sustainable profitable business.



The result is a full slate of candidates presented within 30-45 days who fit each organization's unique business needs. We're able to identify candidates quickly and efficiently because, in partnership with our clients, we understand the skill set needed.

Moreover, 90% of our clients are referrals or return clients, which is a testimony to our firm's service, commitment, and excellence.