

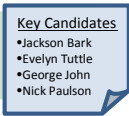
THE KENSHO FOCUSED SEARCH PROCESS

We follow an 8-phase, 30-step process that results in superior, consistent results for our clients:

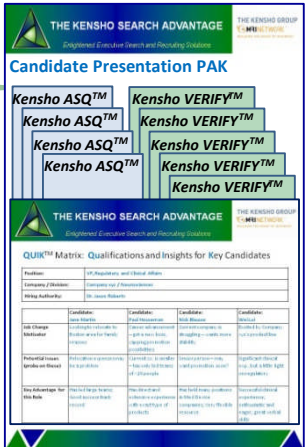
- I. We **Profile** your open position and the ideal candidate through in-depth discussions with you as we go through our **Kensho PREP™ Position Requirements Profile**. Through this process we understand the key drivers of the position and what will define a successful candidate within your organization.
- II. To begin our **Focused Search**, we collaborate with you to identify the top companies where the right individuals currently work. We then locate target candidates (100-300) at these companies through our research and networking efforts, systematically contact each one, and present your opportunity to them in an in-depth and insightful manner. Our research team will utilize many different tools and techniques to ensure we reach the right candidates for you.
- III. We conduct an **Extensive Candidate Qualification** of key candidates using the **Kensho ASQ™ (Assess for Superior Qualifications)** in-depth behavioral interviews utilizing Top Grading principles. We apply the **PREP™** profile generated from our discussions with you to only present candidates that are match for your position. In addition, we take an additional step of proactively doing at least one **VERIFY™** reference check prior to submitting the candidate for your review.



ASQ™



VERIFY™



- IV. We **Present** the **Kensho MPV™ (Matched and Validated Professionals) Package**, created to assist you in making successful hiring decisions. This comprehensive package is comprised of detailed information on each short list candidate as well as a summary comparing all of them. Included are the detailed **Kensho ASQ™ Results** as well as each **Kensho VERIFY™ (Validate Experience, Results, Intangibles and Fit) Reference Check**, using questions formulated specifically to determine success in your role. We also prepare for you the **Kensho QUIK Matrix™ (Qualifications and Insight for Key Candidates)** that compares the key attributes and differences between the candidates. These analyses are designed to save you time and improve the quality of the decision making process.



- V. We coordinate all **Interviews** for you and the candidate. We will spend significant time preparing the candidate to execute the process well, and we also will provide insight to the hiring manager on key issues that are of concern to the candidate and that should be explored.

- VI. Successful **Negotiation** begins with the first candidate call and continues throughout the process to ensure we understand issues and hurdles and proactively address them before the offer is made. This culminates in the **Close**, when we bring our extensive experience to assist in all negotiation of compensation and benefits.
- VII. **Post-Acceptance**, we will help the candidate maneuver through the emotional process of resigning from their current position and ensure that no obstacles hamper the transfer to your company.
- VIII. In addition, we strive for an ongoing **Partnering** relationship with our clients, and we maintain contact with all parties to ensure a smooth transition and integration into your company.

