

Human Capital Consulting Partners—HCC Partners—offers its clients full retained search services for C-level executives and other key positions. Ours is a systematic three-phased approach, resulting in the best possibility of success for attracting, developing, and retaining key executives.

Phase 1: Discovery

The Discovery Process is the most important part of the search process, subsequently ensuring a successful outcome of Phases 2 and 3. At the completion of this phase, you will have:

- A detailed job description for the position, outlining specific job duties/responsibilities, required competencies, and required educational background
- An outline of the appropriate compensation package (base pay, annual bonus target, long-term bonus targets) for comparable positions in the marketplace

During this phase, we collect the following information:

- ✓ Current business strategy
- ✓ Challenges facing the business in the short-, mid- and long-term
- ✓ Current organization structure
- ✓ Company culture, values and mission
- ✓ Expectations of the person to be hired during the next 12 to 24 months
- ✓ Understanding of your current compensation and benefits programs



Phase 2: Candidate Identification

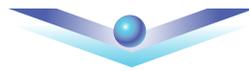
While Phase 1 is a joint effort between you the client and HCC Partners, Phase 2 of the retained search process will be heavily weighted towards HCC Partners. During this phase, we will identify, screen, interview and conduct reference checks on viable candidates for the position. At the completion of this phase, you will:

- Review a list of viable candidates for this position during key steps of the process
- Interview a candidate pool of three to five finalists who fit the agreed-upon profile established in Phase 1
- Hire a new executive who fits the job profile, is a match to the culture of your company, and who will work with you to build the business

To complete the Phase 2 deliverables, HCC Partners will complete the following steps:

- ✓ Work to identify viable candidates who meet the job profile
- ✓ Phone screen candidates to determine their qualifications as it relates to background, experience, level of interest, compensation requirements and fit with job profile
- ✓ Conduct one-to-one interviews with candidates who pass the phone screen process. These interviews will allow us to understand whether or not you should interview the candidate as a potential finalist for the position.
- ✓ Review the candidate pool with you
- ✓ Present a candidate pool of three to five finalists for you to interview
- ✓ Conduct reference checks on the final candidate
- ✓ Act on the company's behalf to negotiate the compensation package with the final candidate

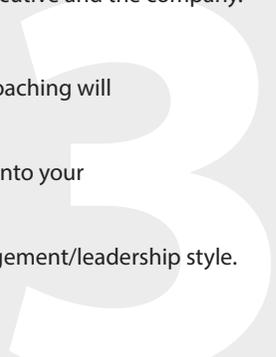




Phase 3: Onboarding

HCC Partners believes the first 90 days is an important period of transition for an executive into a new organization. Therefore, we provide, as part of our services, an On-Boarding Process that makes the transition easier for both the executive and the company. This one-to-one coaching includes:

- Individual coaching sessions during the first three months of employment. When not on-site, coaching will occur through phone or email.
- Assistance in the development of a 90-day plan for the new executive to successfully integrate into your company culture and new position.
- An assessment to provide the executive with additional information regarding his or her management/leadership style.



Our Other Service Offerings Include:

- Organizational Assessments
- Executive Coaching
- Leadership Development
- Human Resources Strategy
- Compensation
- Merger & Acquisition Integration
- Employee Investigations
- Succession Planning Strategy

About HCC Partners

At Human Capital Consulting Partners, our mission is to better align the performance of your workforce with the expectations of your organization. Founded by Jim Geier, HCC Partners was created to drive organizational performance by working with business leaders to ensure the attraction, retention and development of the right talent. Leveraging Jim's experiences and insights as a top human resources executive at leading life sciences and manufacturing companies, HCC Partners has the attributes of a large consultancy, with the personal touch and reliability of a boutique firm.