



CONSUMER
FINANCIAL SERVICES
INDUSTRIAL
LIFE SCIENCES
TECHNOLOGY

The Source for Global Corporate Leadership ➔

IMD International Search Group Corporate Presentation

May, 31, 2010



TRUST

EXPECT

DISCOVER

TRUST

EXPECT

DISCOVER

Letter From the President



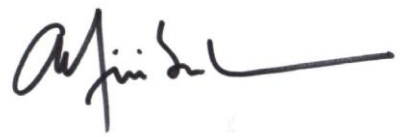
Insightful, Innovative and Focused. These, along with a strong passion for delivering on our clients' most challenging talent requirements, are the qualities that define IMD consultants. Our global practice has served clients for 37 years in nearly every industry sector, delivering a truly unique process that brings world-class talent to their team, and enabling them to transform their organizations.

Hiring new leaders is one of the most difficult tasks a leader faces. The demand for top talent has never been greater and organizations today, regardless of industry or location, seek experienced, credible leaders with the vision and skills to design winning strategies and motivate others.

Done right, new blood will infuse the organization with imagination, power, motivation, and promise. Many organizations today recognize the need to reevaluate their traditional approach towards attracting the leaders of today and tomorrow. Now, more than ever, a highly talented senior leadership team, with a broad spectrum of diversity in terms of thought, experience and perspective, is a prerequisite for sustainability and long-term success in a changing, global marketplace. These organizations know that to find, assess, attract and retain the best and brightest requires a true partnership with a trusted outside advisor.

IMD is a trusted advisor. We place quality at the center of everything we do and deliver effective solutions with hands-on experience in the markets we serve. You will find our consultants to possess extensive backgrounds, with deep expertise and knowledge in a broad cross-section of industries, sectors and functional areas across the globe. As a result, organizations worldwide turn to IMD International Search Group for guidance when making critical human resource decisions. Together we can create enduring success for our clients.

Commitment to Quality...Speed of Execution...Transparency of Process



Albert Hiribarrondo, Sirca
Board President, IMD International Search Group

About IMD

Founded in 1972

16th Largest Retained Search Firm in the World*

23 Countries

140 Consultants

Over 40 Offices Around the Globe

* Kennedy Information 2008 Rankings

Values

Honesty & Integrity

Professionalism & Quality

Excellence & Commitment to Deliver

Teamwork & Knowledge Sharing

Entrepreneurial & Fun



Mission

Our Mission is to be:

- The Global Search Provider of Choice for International Clients
- One of the Most Respected Search Organizations in the World

And to Provide:

- Clients with Unparalleled Service in Global Talent Resourcing
- Partners with Vehicle to Develop Business in International Markets

40 offices in 23 countries

- | | | | | | |
|--|----------------|---|-------------|---|-------------|
|  | Australia |  | Germany |  | Russia |
|  | Belgium |  | Hungary |  | Spain |
|  | Brazil |  | India |  | Sweden |
|  | Canada |  | Italy |  | Switzerland |
|  | Czech Republic |  | Mexico |  | Turkey |
|  | Denmark |  | Netherlands |  | UK |
|  | Finland |  | Norway |  | USA |
|  | France |  | Poland | | |



Other Geographical Areas Covered

- **IMD International Search Group can provide executive search services in a broader range of countries**
- **In the Middle East : Dubai & Gulf countries, Central Asia...**
- **In Europe : Portugal, Romania, Slovakia...**

Primary Industry Sectors

Consumer

- Advertising & Marketing Services
- Consumer Durables
- Consumer Packaged Goods
- Direct & Interactive Marketing
- Fashion & Luxury Brands
- Food & Beverage
- Hospitality, Leisure & Travel
- Retail & Wholesale

Financial Services

- Commercial Banking & Brokerage
- Corporate & Investment Banking
- Hedge & Mutual funds
- Insurance
- Mergers & Acquisitions
- Private Banking & Wealth Management
- Private Equity
- Professional Consultancy
- Real Estate

Life Sciences

- Biotechnology & Biopharma
- Life Science Contract Services
- Medical Devices & Diagnostics
- OTC Products
- Pharmaceutical
- Healthcare Services

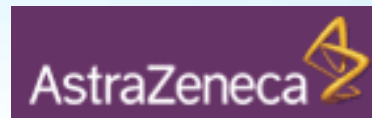
Industrial

- Aerospace & Defence
- Automotive
- Building Products
- Chemicals
- Diversified Manufacturing
- Energy & Utilities
- Engineering & Construction
- Metals & Mining
- Paper & Packaging
- Transportation & Logistics

Technology, Communications & Media (TCM)

- Communications Infrastructure & Systems
- Computing Systems & Network Technologies
- Convergence and Emerging Technologies
- Digital Media, Broadcast & Entertainment
- IT & Business Services
- Semiconductor, Optical & Electronic Circuitry
- Software
- Teleco Services

Global Clients



Benefits to Our Clients

Global Reach • Local Knowledge • Industry Expertise

Local Control - Global Solutions

Direct Involvement with Country Experts

Deep Expertise in Pan Global Search

No Language / Cultural Barriers

Minimise Company Resource

True Access to Global Database

Other Services

IMD International Search Group is able to either provide directly the following services or to recommend to you a local trustful consulting firm

Management Audit

HR Audit

OD projects

Employer of Choice Branding

Talent Management

Outplacement

IMD Member Profile

- Integrity based code of business
- Retained search at Board level
- Fully independent firms
- High profile local brand
- Leading firms in their national domestic markets
- Broad sector expertise
- Client portfolio with international requirements

Contacts

Board of Directors

- Albert HIRIBARRONDO, President
- Dr. Peter SUTTER, VP Legal & Finance
- Sherilyn SHACKELL, Europe - Director – Internal Communication
- Thomas J. FULLER, Americas - Director – Marketing & PR
- Gerard KETELAAR, Europe - Director – Business Development
- Dr. Matthias MOHR, Europe - Director – Operational Standards and New Members Acquisition

Estelle CARRÈRE, Board Secretary

www.imdsearch.com

Membership or Other Questions: ecarrere@sirca.fr
+33 1 44 55 22 83