



HUMAN CAPITAL SOLUTIONS AT WORK FOR YOU.



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Ferrer & Associates is a premier executive search firm dedicated to serving the hiring needs of its clients. We find the best human capital for select private equity funds, investment banks, consulting firms, portfolio companies and corporations.

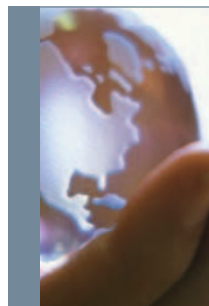
Ferrer search consultants have all worked in the industries in which we recruit, which means our levels of experience and knowledge are unmatched.

Our consultants' "insider advantage" and Ferrer's unique consulting-based approach result in the most effective and efficient process for both our clients and candidates.

Our clients consider us a trusted business advisor. Not only do they rely on us to identify and screen candidates on their behalf, but they also look to us to provide market intelligence including compensation trends, optimal organizational structure and competitive analysis.

Our candidates view us as a mentor and coach throughout their careers. Often, our relationships begin when candidates are undergraduates. Our holistic approach to career development includes assistance with resumes, interviewing techniques, and long-term career planning.

Ferrer & Associates, Inc.
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Ferrer has specialized teams in:

- Private Equity
- Investment Banking & Leveraged Finance
- Corporate Development, Strategy & Consulting
- Portfolio Searches

PRACTICE AREAS

Forrer & Associates' **Private Equity** practice places candidates into direct hire roles at funds investing across all stages.

We place candidates with some of the most prestigious funds in the country at all levels, from principal to analyst.

The Private Equity practice works with candidates with varying degrees of experience. Some have spent at least one year at an investment bank or management consulting firm while other candidates have more than eight years of training in investing, operations and finance.

We place candidates into a variety of funds including:

- Buyout
- Fund of Funds
- Growth Equity
- Mezzanine
- Real Estate
- Secondary Funds
- Turnaround
- Venture Capital

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www.forrerusa.com

“ Our goal was to fill six Analyst positions by mid-summer. With your help, we were able to fill all those positions by April. Nearly 2/3 of the candidates we spoke with were sourced by you . . . You went above and beyond to understand our needs, our culture, and our timeline. We look forward to filling a Director of Marketing role and several post-MBA Associate roles with you. ”

Principal
H.I.G. Ventures

PRACTICE AREAS

Forrer & Associates' **Investment Banking & Leveraged Finance** practice places candidates into direct hire roles at investment banks and leading debt capital providers.

Some of the most prestigious firms across the country engage us to identify professionals at all levels, from director to analyst.

Candidates hired within this practice have one to 10 years of experience at an investment bank or lending firm.

We place candidates into a variety of positions including:

Mergers and Acquisitions Advisory

- Buy Side Advisory
- Sell Side Advisory
- Transaction Opinions

Underwriting

- Bond Offerings
- Financial Restructurings
- IPO
- Secondary Offerings
- Private Placements

Leveraged Finance

- Equity Coinvest
- Mezzanine Debt
- Second Lien

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“ I found Forrer’s knowledge and background in the area of investment banking to be useful, and your execution of our engagement saved us significant time and effort, while also providing us with a strong candidate that was difficult to find in a very competitive environment. ”

Director
Croft & Bender

PRACTICE AREAS

Ferrer & Associates' **Corporate Development, Strategy & Consulting** practice places candidates into direct hire roles at publicly traded corporations, privately held and private equity portfolio companies, and consulting firms (global, mid-market and boutique).

Some of the best-known organizations in the country engage us to hire top professionals, from the vice president to analyst level.

This practice recruits candidates with two to 10 years of experience at an investment bank, consulting firm or corporate finance group.

We place candidates into a variety of positions including:

Corporate Development

- Investment Valuation
- Merger & Acquisition
- Platform Acquisition
- Post Merger Integration

Strategy

- Competitive Intelligence
- Growth Strategy
- Marketing Strategy
- Segmentation
- Process Design

Consulting

- Litigation Consulting
- Operational Consulting
- Strategy Consulting
- Turnaround Consulting

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“ I found Ferrer's intimate knowledge of and background in the area of financial analysis and valuation to be extremely useful, and your precise execution of each engagement undoubtedly saved us time and money in the long run, and helped make our office stronger as well. ”

PRACTICE AREAS

Forrer & Associates' **Private Equity Portfolio Company** practice places candidates into direct hire and interim consulting roles at both private and publicly traded portfolio companies of leading private equity, hedge funds, and other investment groups.

Some of the most prestigious corporations in the country engage us to identify professionals from the executive to the senior level.

Candidates in this practice area have significant industry expertise and a defined track record of partnering with leading investment groups.

We place candidates into a variety of positions including:

- Chief Executive Officer
- Chief Compliance Officer
- Chief Financial Officer
- Controller
- Corporate Development Professionals

“ Forrer & Associates recently conducted a high priority CFO search for our organization, which is an investment backed, high growth organization. Not only was Forrer able to understand the business needs and the operating elements of the position, but they also understood the needs of our investors in identifying both a great operator, but also someone capable of raising capital, understanding public markets with regards to a potential IPO, as well as executing and leading acquisitions and other investments. ”

Chief Operating Officer

CardioMEMS Inc.

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CLIENT SERVICES

Our personalized service begins with getting to know **our clients** – through on-site visits, developing professional relationships, and serving as recruitment consultants.

Our Client Search Process

1 Referral	2 Company Evaluation	3 Candidate Sourcing
<ul style="list-style-type: none"> • Referral to or from our vast network 	<ul style="list-style-type: none"> • Due diligence • Understand business needs 	<ul style="list-style-type: none"> • Identify top candidates within candidate pool • Identify new candidates via our vast referral network • In-depth interview • Qualify expectations and begin pre-close process
4 Interview Process	5 Placement	6 Follow-up
<ul style="list-style-type: none"> • Schedule interview • Provide interview itinerary and preparation materials to candidate • Debrief with candidate and hiring manager immediately after interview • Confirm expectations and continue pre-close process 	<ul style="list-style-type: none"> • Obtain verbal pre-acceptance of expected offer • Negotiate final offer • Verify academic credentials, certifications, and work experience • Serve as liaison regarding benefits and/or relocation 	<ul style="list-style-type: none"> • Follow up weekly between acceptance and start date to ensure a smooth transition • Conduct periodic reviews after candidate begins work • Assess best practices from client and candidate feedback

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A key part of our success is recurring business due to impressive results. This means less stress for you and greater assurance of long-term success with the candidates we place.

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CLIENT SERVICES

Our **primary services** are the identification and screening of candidates. We also provide consulting services to our clients on a broad array of hiring concerns including compensation trends, optimal organizational structure and competitive analysis.

Our Services

Forrer & Associates agrees to diligently recruit, screen, interview and refer suitable candidates to whom you will have the option to extend an offer of employment. Forrer & Associates will check references and verify academic credentials and professional certifications to assist you in the decision making process.

Fee

Should any individual provided to you by Forrer and Associates become an employee, consultant, independent contractor or similar relationship of yours/your company, an agreed upon fee will be owed to Forrer and Associates. Forrer & Associates charges industry standard rates that vary according to the types and levels of candidates sought. Our contract consists of a retainer that is credited toward the total fee, which is a percentage of the hired candidate's average first year total compensation, including bonuses (whether accrued or paid), and other forms of cash compensation. The fee is due and payable upon your receipt of an invoice from Forrer & Associates. If payment is not received by Forrer and Associates within thirty (30) days of the invoice, the below guarantee is voided. Forrer and Associates reserves the right to charge interest on balances that are more than forty five (45) days overdue.

Guarantee

Forrer & Associates includes a guarantee on its placements in the form of a credit issued to the employer should a candidate resign or be dismissed for cause by the employer within 90 days of the candidate's start date. Downsizing and layoffs do not have a remedy under Forrer & Associates' guarantee.

MANAGEMENT TEAM

Brad Forrer brings extensive strategic and operational experience having owned several businesses prior to the formation of Forrer & Associates.

He says what makes him a good businessperson are his high energy, strategic thinking, ability to motivate others and his sense of teamwork.

He counts his biggest accomplishment as taking a regional firm to a national platform while still maintaining a tight control on client service. "Creating the company and building successful relationships with global organizations has been exciting."

Brad has a marketing degree from Central Michigan University. He spends his free time with wife Sonja, President of the firm, and their daughter and yellow lab. He also enjoys reading, playing golf, and participating in triathlons and other endurance events.

Brad Forrer's Professional Affiliations

- Association for Corporate Growth (ACG)
- Georgia Association Personnel Services (GAPS)
- National Venture Capital Association (NVCA)



Brad Forrer
Vice-President

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MANAGEMENT TEAM

Few people can honestly say they are doing exactly what they want to be doing. **Eric Frickel** is one of them.



Eric Frickel, CPA
Director

DIRECT PHONE LINE
678-564-6005

EMAIL
eric@forrerusa.com

A University of Michigan graduate with an accounting degree, Eric began his career at Ernst & Young as an audit professional, performing assurance and M&A due diligence services. He subsequently performed business valuation and investment banking services at Duff & Phelps, LLC and Huron Consulting Group before joining Forrer & Associates in 2004.

What makes him a good recruiter? He says his listening skills and mentoring ability drive his passion for promoting candidates' career growth. "I never had a valued resource that I could rely on, that really coached me, so I try to be that for others," Eric explains.

Eric is a sports enthusiast who is a long-distance runner and avid soccer player. Eric lives in Vinings with his wife, their son, and golden retriever.

Eric Frickel's Professional Affiliations

- Association for Corporate Growth (ACG)
- Georgia Society of Certified Public Accountants (GSCPA)
- National Venture Capital Association (NVCA)

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