



HUMAN CAPITAL SOLUTIONS AT WORK FOR YOU.



# Human Capital

Recruiting the best talent is just the beginning. Today, world-class organizations must possess the skills to develop and retain top performers – or risk losing them.

Forrer & Associates is the preeminent executive search firm dedicated to serving the hiring needs of select corporations, consulting firms, investment banks, and private equity funds.

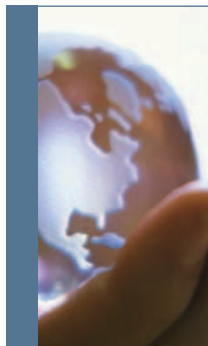
Forrer search professionals have prior real-life work experience in the practice areas in which they consult, which means their experience and knowledge are unmatched.

In today's environment, talent management is complex and ever-changing as a result of mergers, acquisitions, world events and market trends. Our talent management solutions provide a customized approach that is aligned with your strategic goals while taking into account the influences from the marketplace as a whole.

Organizations across the country partner with Forrer & Associates for impressive results. Our solutions encompass executive search, interim consulting and talent management.



Forrer & Associates, Inc.  
200 Galleria Parkway  
Suite 900  
Atlanta, Georgia 30339  
**678-564-6000**  
Fax 678-564-6010



## Forrer has specialized teams in:

- Accounting & Operations
- Alternative Investments
- Corporate Finance, Strategy & Consulting
- Investment Banking & Leveraged Finance
- Tax

# Solutions

Forrer & Associates offers a variety of solutions for an array of hiring concerns.

## Executive Search

Our executive search solutions are delivered by leading industry professionals who apply their market knowledge and insiders' perspective. This results in the best academic, professional and social networks available to identify top human capital. We combine this with our state-of-the-art proprietary technology platform to execute the most efficient and effective process for both our clients and candidates. We offer retained and contingency services.

## Interim Consulting

Our interim consulting solutions are delivered by a wide range of consultants with Big 4, management consulting or Fortune 1000 industry experience. Our consultants tackle a variety of corporate projects and personnel matters. We offer:

- An identical profile to a public accounting or consulting firm professional at a reduced rate; or
- A superior profile to a public accounting or consulting firm professional for a comparable rate.

Our practice *complements* rather than *competes* with services provided by public accounting and consulting firms, resulting in a shorter transition and therefore cost savings.

## Talent Management

Our talent management solutions start with due diligence and office visits where we gain an understanding of your business needs and hiring concerns. Forrer consultants will then partner with you to develop talent and organizational solutions that are essential to attracting, managing and retaining human capital.

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# Practice Areas

Forrer & Associates' **Accounting & Operations** practice provides solutions to Fortune 500 and other publicly traded corporations, privately-held companies, private equity portfolio companies and public accounting and other consulting firms.

Some of the most prestigious organizations in the country engage us to identify professionals from the CFO or partner to the senior level.

Candidates in this practice area have a proven track record in public accounting or industry.

*We place candidates into a variety of positions including:*

#### **Accounting**

- General Ledger
- Month and Year End Close

#### **Audit**

- Financial, Operational and IT
- Sarbanes-Oxley (SOX) Compliance

#### **Financial Planning & Analysis**

- Management Reporting
- Strategic Financial Analysis

#### **Financial Reporting**

- External (SEC) Reporting
- Internal (GAAP) Reporting

#### **Financial Systems**

- Financial System Administration and Implementation

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[www.forrerusa.com](http://www.forrerusa.com)

“Forrer & Associates differentiates themselves from their competitors with their consulting based approach, level of professionalism, and most importantly, the quality of their candidates. I highly recommend Forrer & Associates to any company that wants to put the process of finding highly qualified candidates into the hands of these dedicated, capable professionals.”

Vice President–Audit Services

Cox Enterprises, Inc

# Practice Areas

Forrer & Associates' **Alternative Investments** practice provides solutions to hedge, private equity and venture capital funds.

Some of the most prestigious funds in the country engage us to identify professionals from the partner to the analyst level.

Candidates in this practice area have a proven track record in principal investing, investment banking or management consulting.

*We place candidates into a variety of funds including:*

#### **Hedge**

- Arbitrage
- High Yield
- Long/Short Equity

#### **Private Equity**

- Buyout
- Growth Equity
- Distressed

#### **Venture Capital**

- Mid-Stage
- Later-Stage

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“ Our firm has had an opportunity to work with Forrer’s alternative investments group. We were very pleased with the quality of candidates presented to us, the in-depth screening that Forrer performed, and the overall high degree of expertise that Forrer brought to the table on our recent investment team searches. I found Forrer’s intimate knowledge of our business and our needs to be most impressive and useful in matching the types of investment professionals we seek. ”

Vice President  
Blackeagle Partners

# Practice Areas

Ferrer & Associates' **Corporate Finance, Strategy & Consulting** practice provides solutions to Fortune 500 and other publicly traded corporations, privately-held companies, private equity portfolio companies, and consulting firms.

Some of the most prestigious organizations in the country engage us to identify professionals from the CFO or partner to the senior level.

Candidates in this practice area have a proven track record in investment banking, management consulting or industry.

*We place candidates into a variety of positions including:*

#### Corporate Development

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

#### Financial Planning & Analysis

- Budgeting
- Forecasting
- Management Reporting
- Strategic Financial Analysis

#### Strategy

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

#### Consulting

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

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“Ferrer & Associates recently conducted a high priority CFO search for our organization, which is an investment backed, high growth organization. Not only was Ferrer 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.

# Practice Areas

Ferrer & Associates' **Investment Banking & Leveraged Finance** practice provides solutions to investment banks and leading debt capital providers.

Some of the most prestigious organizations in the country engage us to identify professionals from the managing director to the analyst level.

Candidates in this practice area have a proven track record in 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
- Senior Debt

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“ I found Ferrer’s knowledge and background in the area of investment banking to be useful, and the 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.”

# Practice Areas

Forrer & Associates' **Tax** practice provides solutions to Fortune 500 and other publicly traded corporations, privately-held companies, private equity portfolio companies, public accounting and other consulting firms.

Some of the most prestigious organizations in the country engage us to identify professionals from the senior vice president or partner to the senior level.

Candidates in this practice area have a proven track record in a law firm, public accounting or industry.

*We place candidates into a variety of positions including:*

#### **Compliance**

- Federal
- State and Local
- International

#### **Controversy**

- Federal Income Tax Exam Management
- State and Local Income Tax Exam Management
- Sales and Use/Property Tax Exam Management

#### **Financial Reporting/Tax Accounting**

- FAS109/IFRS
- Sarbanes Oxley (SOX)
- FIN48

#### **Research and Planning**

- Mergers and Acquisitions
- Restructuring
- International
- Sales and Use/Property

#### **Tax Counsel**

- Controversy
- Research and Planning
- Tax Policy

#### **Tax Systems**

- Tax System Administration
- Tax System Implementation

“I've always been very impressed with you and your team, the quality of the candidates presented to us, your knowledge of our business and hiring process, and your attention to detail. These qualities have allowed you and your firm to consistently make successful placements for us, and that's why I've often referred you to others within Simmons as a top recruiter. You are consistently the first person I call for help when I am in need of filling a key technical position.”

Sr. Vice President—Tax,  
Simmons Bedding Company

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# Search Terms

Our **professional service fees** are for the management of the recruitment process, including the identification and screening of candidates. Upon request, we also advise our clients on talent management. Additional consulting services will be subject to an agreed upon hourly rate.

## *Our Services*

Forrer & Associates, Inc. ("Forrer") agrees to diligently recruit, screen, and present candidates to whom you will have the option to extend an offer of employment. Forrer will check references and verify academic credentials and professional certifications to assist you in the decision making process. Background and criminal checks will be conducted by a third party upon request; these services will be provided to you at Forrer's cost.

## *Fee*

For any candidate that is presented to you by Forrer and that you hire, employ, or contract with, an agreed upon fee will be owed to us. Forrer charges industry standard rates that vary according to the types and levels of candidates sought. Our fee is a percentage of the hired candidate's compensation.

For retained search agreements, a retainer that is credited toward the final fee will be due upon engaging us. Forrer will invoice you for the final fee upon the candidate's acceptance of offer, subject to Forrer's guarantee. If payment is not received by Forrer within thirty (30) days of the invoice, the below guarantee is voided and Forrer reserves the right to charge interest on balances that are more than forty-five (45) days overdue.

## *Guarantee*

If any candidate presented to you by Forrer resigns or is terminated for cause within ninety (90) days of the candidate's start date, Forrer will issue you/your company a credit in an amount equal to the fee you paid to Forrer for that candidate's placement. A for-cause termination will be a termination predicated upon the candidate's commission of fraud, theft, or other crime and/or documented poor work performance. Termination for cause shall not consist of any other reasons, which includes but is not limited to layoffs due to downsizing, furloughs, or hiring freezes.

A key part of our success is recurring business resulting from impressive results. This means greater assurance of long-term success with the candidates we place.

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# Client Services

Our consulting-based approach enables us to personalize the services we provide to our clients – through on-site visits, developing professional relationships, and serving as human capital consultants.

## Our Client Search Process

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

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# Candidate Services

## Our Candidate Search Process

Our personalized service begins with getting to know you, not just your resume.

<p><b>1</b> Referral</p>	<p><b>2</b> Understanding Your Career Goals</p>	<p><b>3</b> Present Positions</p>
<ul style="list-style-type: none"> <li>• Referral to or from our vast network</li> </ul>	<ul style="list-style-type: none"> <li>• Preliminary discussion regarding your background, qualifications, and requirements</li> <li>• In-person interview to understand what differentiates you from your peers</li> <li>• Advise on career planning</li> </ul>	<ul style="list-style-type: none"> <li>• Present positions that fit your background and requirements</li> <li>• Determine interest in position</li> <li>• Confirm interest in position and obtain consent to release your resume</li> <li>• Schedule interview</li> </ul>
<p><b>4</b> Interview Process</p>	<p><b>5</b> Offer</p>	<p><b>6</b> Follow-up</p>
<ul style="list-style-type: none"> <li>• Provide interview itinerary and preparation materials</li> <li>• Assist with interview preparation</li> <li>• Interview with our client</li> <li>• Debrief with you</li> <li>• Debrief with hiring manager</li> </ul>	<ul style="list-style-type: none"> <li>• Reconfirm salary expectation</li> <li>• Negotiate best possible offer with client</li> <li>• Present the offer</li> <li>• Answer questions about benefits, relocation, etc.</li> <li>• Notify client of acceptance of offer</li> <li>• Provide you with sample resignation letter</li> <li>• Coach you through the resignation process</li> <li>• Verify academic credentials, certifications, and work experience</li> </ul>	<ul style="list-style-type: none"> <li>• Follow up weekly between resignation and start date to ensure smooth transition</li> <li>• Follow up after you begin your new position</li> <li>• Assess best practices from you and our client</li> </ul>

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# Talent Management

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