

THE KENSINGTON SEARCH PROCESS / KEY TARGET DATES

Client Meeting	Client Approval of Specification	Research	Recruiting	Evaluation Interviews	Interim Reporting	Client Interviews/ Completion
<p>Client Data Initial Meeting</p> <ul style="list-style-type: none"> ▪ History and ownership profile ▪ Business objective ▪ Management style ▪ Organization structure ▪ Culture ▪ Product and service lines (current and projected) ▪ Market position <p>Position Data</p> <ul style="list-style-type: none"> ▪ Objectives ▪ Responsibilities ▪ Budgets ▪ Compensation ▪ Experience ▪ Key relationships ▪ Career pathing <p>Behavioral Data</p> <ul style="list-style-type: none"> ▪ LEA Role Expectations ▪ Strategic Directions (Optional) 	<p>Confirmation Letter/Search Control Notebook</p> <ul style="list-style-type: none"> ▪ Letter agreement ▪ Opportunity profile ▪ Search strategy ▪ Company target list ▪ Gant chart/time line - milestones <ul style="list-style-type: none"> • 30-day • 45-day • 50-day • 90-day • 120 day 	<p>Industry & Function Research</p> <ul style="list-style-type: none"> ▪ Kensington sources ▪ Prior searches ▪ Resume database ▪ Associations ▪ Trade publications ▪ Universities ▪ Outplacement ▪ Online posting sites <p>Client Sources</p> <ul style="list-style-type: none"> ▪ Known industry Executives/SME's ▪ Association Memberships and contacts <p>Direct Research</p> <ul style="list-style-type: none"> ▪ Companies ▪ Individuals ▪ Other research ▪ Internet / data mining 	<p>Identify Key Prospects</p> <ul style="list-style-type: none"> ▪ Sourcing outreach <ul style="list-style-type: none"> • Phone • Email ▪ Referencing the source <p>Telephone Screens - Associate</p> <ul style="list-style-type: none"> ▪ Stimulating interest <ul style="list-style-type: none"> • Position • Location • Industry • Career path ▪ Gathering data on: <ul style="list-style-type: none"> • Industry • Experience • Compensation • Academic and professional credentials ▪ Request resume <p>Benchmarking Of Prospects <u>(30-Day Mark)</u></p>	<p>Personal Interviews Search Consultant</p> <ul style="list-style-type: none"> ▪ Professional experience/career progression ▪ Management skills ▪ Personal style, traits & characteristics ▪ Professional development needs ▪ Career objectives ▪ Personal needs <p>LEA Candidate Assessment</p> <ul style="list-style-type: none"> ▪ Complete online assessment 	<p>Interim Report And Invoice Generated <u>(45-Day Mark)</u></p> <ul style="list-style-type: none"> ▪ Formal presentation of search research ▪ Activities and accomplishments ▪ Added findings ▪ Action plans <p>Presentation Of Candidates</p> <ul style="list-style-type: none"> ▪ Executive Profile <ul style="list-style-type: none"> • Career Summary • Personal Profile • LEA Results ▪ Informal references ▪ Base, incentives, equity ▪ Identification of key recruiting issues ▪ Relocation issues <p>Arrange Interviews</p>	<p>Initial Interviews <u>(50-Day Mark)</u></p> <ul style="list-style-type: none"> ▪ Client interviews ▪ Feedback session <p>References</p> <ul style="list-style-type: none"> ▪ 360° references ▪ Credit / business background check <p>Offer and Acceptance <u>(90-Day Mark)</u></p> <ul style="list-style-type: none"> ▪ Assist in negotiation of offer terms ▪ Counseling on relocation arrangements <p>On-boarding Assistance <u>(120-Day Mark)</u></p> <p>Final Invoice</p>
Initial Meeting	Prep Week	Week 1- 6	Weeks 2 - 8	Weeks 3 - 8	Weeks 5 - 12	Weeks 8 - 12