

Heidrick & Struggles' Overview

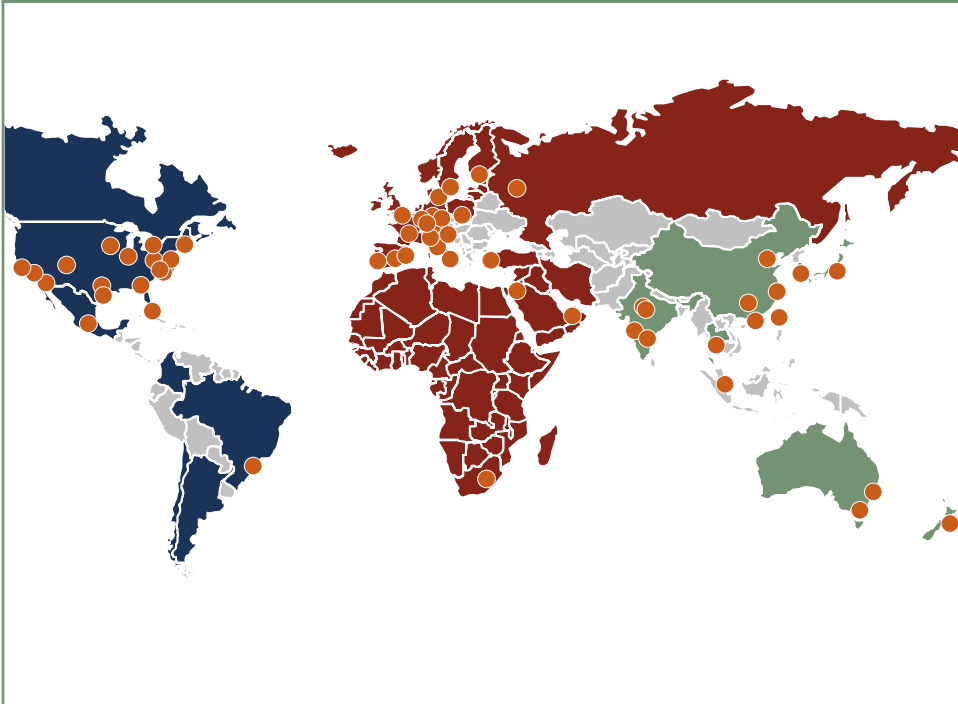
Heidrick & Struggles' Overview

- ▶ An international, premier provider of leadership advisory services, including executive search, talent management, board composition, executive on-boarding and M&A effectiveness
- ▶ Almost 60 years of industry experience and brand equity
- ▶ Global team of over 347 consultants working from more than 50 locations in principal cities of the world and emerging markets
- ▶ Pioneer in establishing industry practices, equity billing, and presence in China and other emerging markets

We Help Clients Build Winning Leadership Teams

- ▶ Our Leadership Advisory approach, a blend of search and consulting services, helps our clients meet the challenges inherent in leadership risk by determining:
 - The leadership they need to deliver on future strategy
 - The leadership they have today
 - How to close the gap between the two
- ▶ Our access to a large, global candidate pool drives success in engagements for Board, CEO and other C-Suite roles across a broad range of regions and industries

Heidrick & Struggles Office Locations



Industry and Functional Search Practices

Global Industry Practices

Consumer Markets	Education & Social Enterprise	Financial Services
Global Technology & Services	Industrial	Life Sciences

Global Functional Practices

CEO/Board of Directors	Financial Officers	Legal, Risk, Compliance & Government Affairs
Chief Human Resource Officers	Information Officers	Marketing, Sales & Strategy Officers
Supply Chain Management		

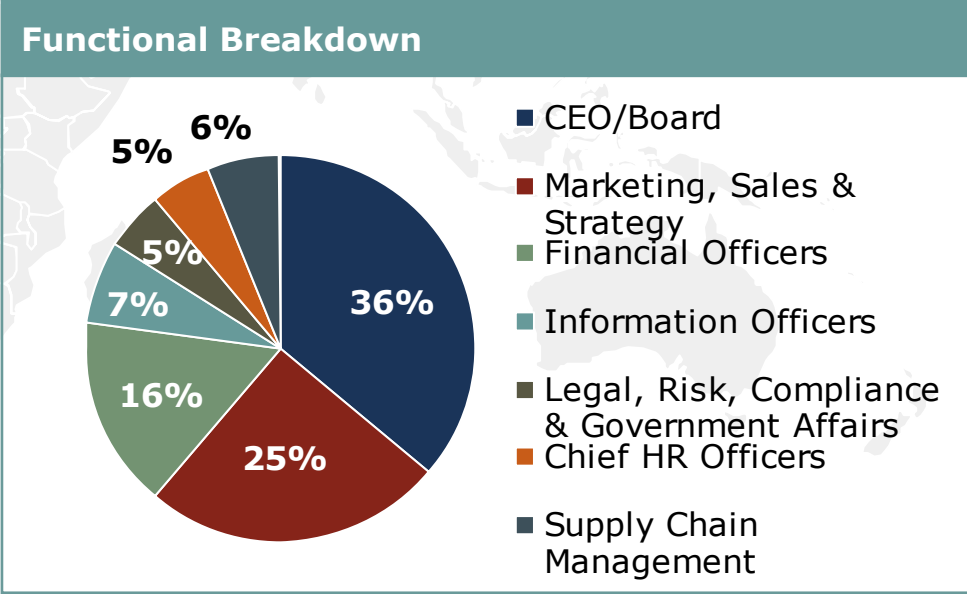
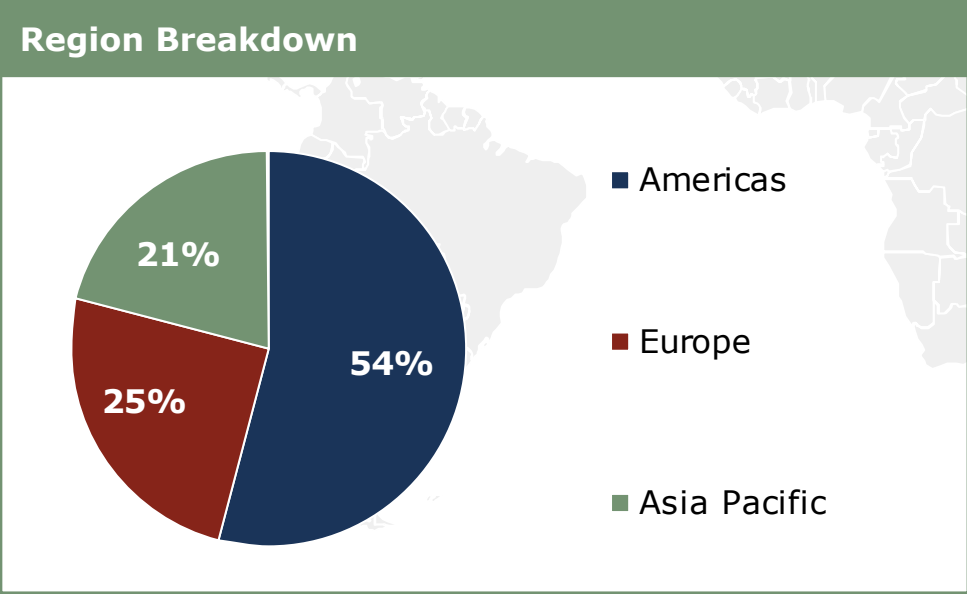
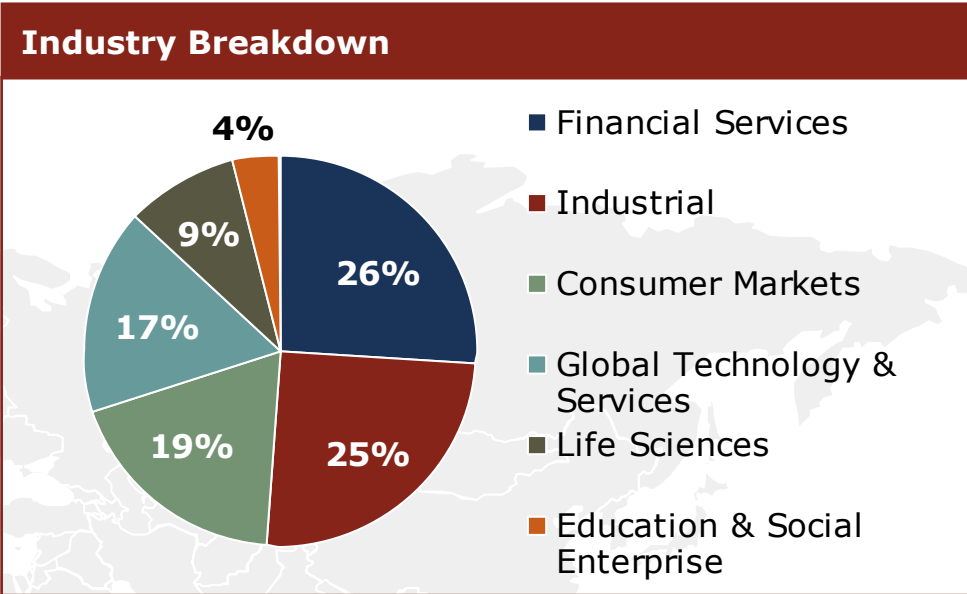
Specialty & Local Practices

Clean Tech / Alternative & Renewable Energy	Chief Advisor Network (Interim placements)	Diversity Services
Restructuring Practice	Central and Eastern Europe	Middle East & North Africa
Russia & Commonwealth of Independent States	Sub-Saharan Africa	

Company Snapshot

Heidrick & Struggles

- ▶ Founded 1953 by Gardner Heidrick and John Struggles in Chicago
- ▶ Approximately 1,500 employees (over 347 partners/principals) globally
- ▶ Net revenue of \$528 million in 2011
- ▶ Integrated portfolio of leadership advisory services
- ▶ NASDAQ listed: HSII
- ▶ Confirmed 4,274 assignments in 2011



Based on 2011 data

Introduction to Heidrick & Struggles

One of the world's leading search firms for almost 60 years; net revenue of \$528 million in 2011; more than 50 offices globally.

Formalized Strategic Leadership Review methodology in 1997, and have conducted more than 1,000 assessments, typically triggered by M&A or other strategic plans/moves.

Market leader with broad experience working at the C-level across all major industry sectors.



HEIDRICK & STRUGGLES

Additional focus on assessment and professional development - increasingly clients request advice on raising the return on their investment in human capital at the top.

Worldwide and local expertise span six industry practices and seven functional practices.

What We Deliver

Quality

- ▶ Recognized as “Best Performing Search Firm” by the International Association of Corporate and Professional Recruiters.
- ▶ Ranked in The Wall Street Journal Executive Search Industry survey as the top search firm among 30 competitors for Quality of Candidates, Value of Services, and Overall Reputation.
- ▶ Named the #1 Search Firm in Europe by The Economist Intelligence Unit.

Speed

- ▶ Focused on aligning the business needs of our client with the search strategy, which results in increased efficiencies.
- ▶ Committed to initiating searches immediately upon authorization.

Access and influence

- ▶ Proven ability to gain access to the market’s prime candidates and influence career decisions.
- ▶ Industry and functional specialization which provides access to a variety of uniquely qualified executives.
- ▶ Unrivalled reputation and access to high potential executive candidates and informed sources.

History

1953

In 1953, Gardner Heidrick and John Struggles sent a printed card to businesses in the Midwest announcing the organization of Heidrick & Struggles in Chicago, Illinois - an announcement that heralded the launch of one of the first executive search firms in the United States. In full agreement on the values and principles by which they would run their business, Heidrick & Struggles committed to quality, client service, teamwork, integrity and a drive for excellence.

1957

By 1957, the firm signed its first clients outside of the Midwest and soon expanded its U.S. office locations coast to coast, from Los Angeles to New York. In 1968 Heidrick & Struggles established its first international presence with an office in the United Kingdom. Growth continued with expansion into the principal cities throughout Asia Pacific, Europe, Latin America and North America. At the same time came the development of specialized industry and functional practices to allow for intense focus and expertise.

1983

In 1983, Heidrick & Struggles International was established as a separate entity encompassing all European operations. The two corporations reunited in 1999 to form today's integrated global firm. That same year, Heidrick & Struggles International, Inc. (HSII) became a publicly traded company on the NASDAQ stock market. In recent years, Heidrick & Struggles has developed a leadership advisory approach, with services to complement the core executive search business and to serve the broader leadership needs of clients. Uniting these services with a focus on major account development has enabled us to build deeper, lasting relationships.

Today

Today our global network of search professionals and leadership consultants maintains the enduring values with which Heidrick & Struggles was established—quality, client service, teamwork, integrity and the drive for excellence. They have led us to success, earning us the respect of both our peers and the leaders of industries we serve. These values will continue to be at the core of everything we do to help our clients build winning leadership teams.

Dominic Hersman



1114 Avenue Of The Americas
24th Floor
New York, NY 10036
United States

tel: +1 (212 699 3033)

dhersman@heidrick.com

Dominic Hersman is an Associate Principal with Heidrick & Struggles and is based in New York City. He is an active member of the firm's Global Financial Services Practice involved in mid to senior level assignments in a variety of sectors including: Global Markets, Private Equity, and Hedge Funds.

His representative client work includes investment banking firms, private equity funds, and hedge funds. He has successfully helped to place professionals in sales, trading, structuring, origination, research, and strategy positions across multiple asset classes. His focus has traditionally been in fixed income capital markets with specific attention to rates and structured products.

Before he joined Heidrick & Struggles, Dominic worked in New York and London for a boutique search firm focusing on global markets. He has conducted cross border searches in London, Russia / CIS, Middle East, China and Singapore. Dominic began his career as an analyst at Target Corporation.

Dominic graduated from The Farmer School of Business at Miami University with a B.S. in Business Administration where he was president of the club golf team.