

# Signium International

We stand with 50 years behind us, looking to the future of executive search consulting. Business changes and so have we. Ward Howell International is now

## MOTIVATED

Signium International, Inc., a combination of the high points of tradition, fused with the best practices of a new corporate world.

## INNOVATIVE

We define executive search as an extension of management consulting and provide top talent and leaders to a world of industries.

Motivated consultants, innovative solutions

## GLOBAL

and a global vision give Signium a unique advantage:

the power to succeed for our clients.

# Signium International

## VISION

**Our vision is simple.** Signium International provides innovative counsel that produces results for clients in need of upper echelon executives. Chairmen, CEOs and corporate board members view our consultants as trusted advisors and seek their direction in attracting industry leaders like themselves.

**Our mission is effective.** We expedite a true executive search through a combination of original research and the latest technology in order to ensure winning results. That means bringing top talent executive candidates face to face with leading corporations, then following the process through to the final selection.

The elite candidates we deliver are developed from focused research. Oftentimes our research results in individuals who are not seeking new employment, ensuring our clients that every possible avenue is explored to satisfy their high expectations.

The deep roots of Signium are grounded in a solid reputation. Henry Wardwell Howell, a McKinsey consultant, formed one of the first management consulting firms to focus solely on true senior level executive search. The firm that bore his name until 1998 — Ward Howell International — is now Signium International and continues to be regarded as a leader in providing a premier executive search.

We take the best of that history with us into the future. Our unique and differentiated structure and hands-on, strong management consulting assures client satisfaction. We are dedicated to our role as trusted advisors and partners to our clients.

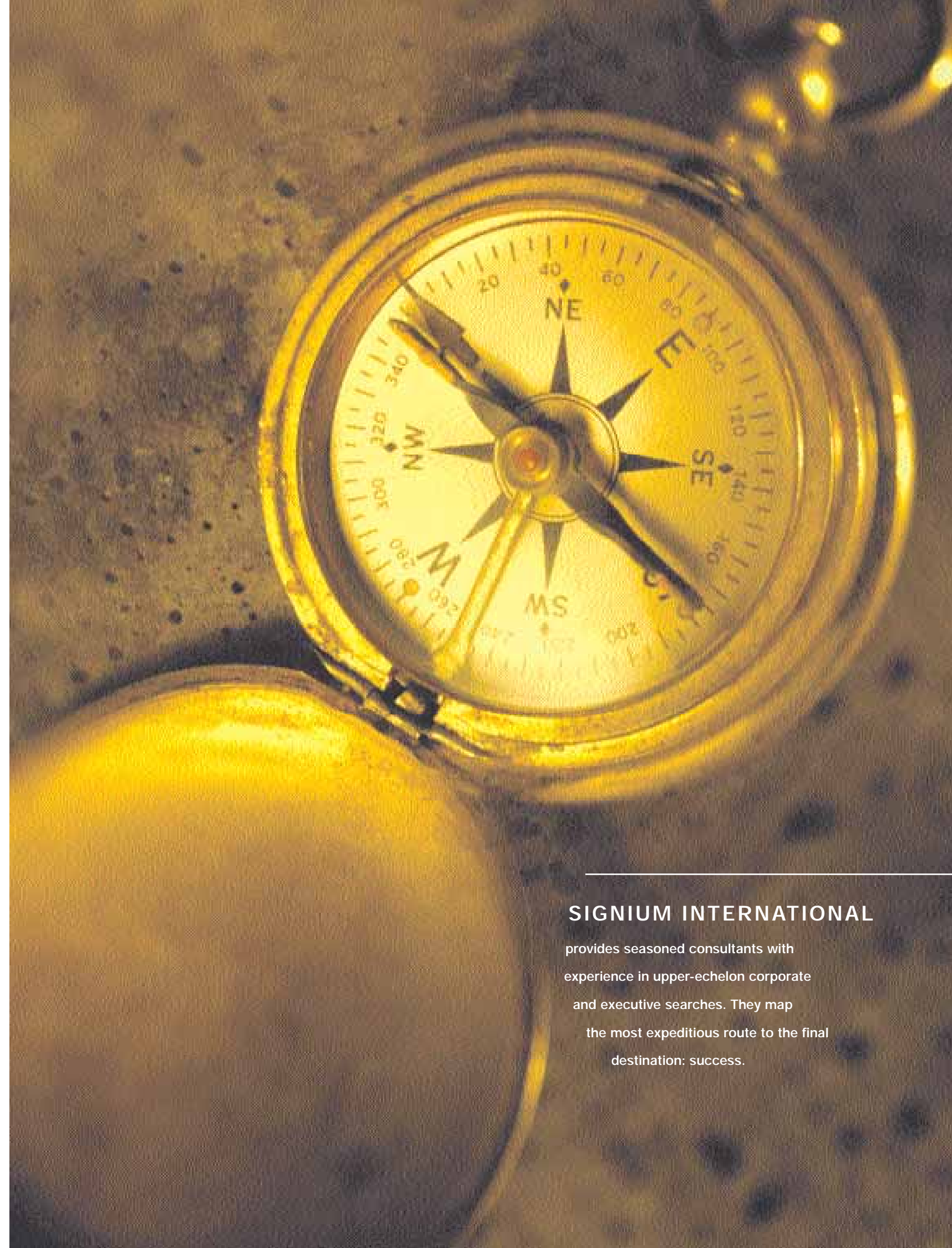
## APPROACH

Signium consistently prevails in its mission because of a proven, effective approach. The leaders within our firm are consulting principals who are consultants first, and principals second. They have a vested interest in the success of each placement. We built our business around this inherently motivating structure and it continues to drive our consultants to generate innovative and knowledge-based solutions for our clients.

Also unique to Signium is our international roster of consultants. Their diverse and multicultural backgrounds allow them to factor the nuances of an expanding world of business into their targeted selection process. That global perspective provides clients with turnkey service that takes them effectively through the entire recruitment process, whether expedited locally or internationally.

Signium has developed a unique profile. We focus on presenting board members, chairmen, chief executive and upper-middle management candidates to industry, academia, non-profit and government institutions. With experts in every business sector and functional area — locally, nationally and internationally — we are built to succeed in the short and the long term.

In the midst of dynamic twists in the business world — from acquisitions and mergers, to expansions and technological advances — Signium has chosen to remain a privately held firm. Our direction is different: we focus solely on comprehensive and well-defined senior level executive search consulting. The advantage for clients is a concentrated approach, employed with expansive resources like research staffs, library systems and contact-rich databases. Our structure results in clients receiving exactly what they need, when they need it.



## SIGNIUM INTERNATIONAL

provides seasoned consultants with experience in upper-echelon corporate and executive searches. They map the most expeditious route to the final destination: success.



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## MOTIVATED

consultants embark on executive  
quests armed with a synergy of  
experience and Signium's  
extensive network.

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## PARTNERSHIP

The decades-long relationships that Signium shares with industry and client partners are the result of mutual successes: success for client, candidate and our firm. Those successes have enabled our clients to grow and our firm to grow along with them, accommodating their expanding needs. The result: clients gain access to cutting-edge service and remarkable leads, unavailable anywhere else.

As our firm has grown, we have focused our talent on upper management recruiting. That capability allows us to efficiently target ideal candidates. Within this framework, our managing partners direct strategy, communications and team building throughout our organization. This practice allows us to deliver consistent standards of quality and methodology, technology and proven systems. Additionally, our relationships with clients give us the insight necessary to produce creative solutions and a customized process.

We provide clients with seamless project execution and consulting tailored to their needs. We know our clients' businesses and are in touch with current trends as well as future projections. We act as the eyes and ears of the marketplace. Then we collaborate with clients to prepare their businesses for the future. Our goal is to keep our clients thriving in an ever-changing marketplace.

## SETTING INTERNATIONAL STANDARDS

Worldwide vision, unlimited resources and customized plans give Signium the advantage. At the top executive level, recruiting takes on a whole new meaning. Signium is equipped to handle the challenges of this complex process.

We set the standards and ethics for this business more than 50 years ago and today, Signium continues in that tradition, laying the blueprint for the future. Our company's originators ensured we were one of the founders within the Association of Executive Search Consultants (AESC), the worldwide organization which monitors ethical practices within the industry. Today Signium is a global partner within this integral association.

Our understanding of client business strategy, structure and culture is crucial to our task. And we keep that knowledge sacred and confidential. Our consultants base their relationships with clients and candidates on trust, loyalty and discretion – hallmarks of our standards of business.

Once we are familiar with a client's mission, we provide a full range of services, advising on everything from market conditions, executive needs and position profiles, to internal organization, job specifications and compensation packages. Our goal is to enable our clients to make knowledge-based decisions.

We select a finite number of clients to work with in order to properly nurture each of our relationships. Strategic growth helps us maintain high standards of quality that consistently provide clients with a broad universe of top talent candidates from which to select.

The importance of talent can never be overstated. In a world of complex business, it's a word we continue to take very seriously. Our emphasis is on delivering outstanding client service and satisfaction. We do that by providing superior talent and the best human capital. It's another example of how we partner with our clients to achieve mutual success.

An aerial photograph of a coastline at sunset. The sun is low on the horizon, creating a bright orange and yellow glow that reflects on the water and illuminates the land. The land is dark, with some rocky areas visible in the foreground. The water is dark, with some whitecaps visible. The overall mood is serene and dramatic.

True executive

search through original research...

Providing superior talent and the best human capital...

**Business leaders with high expectations place their**

**confidence in Signium, the global executive**

**solutions team.**

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## A SYSTEM OF SUPPORT

The globe becomes smaller with each advance in technology. It also becomes more complex through exposure to a seemingly endless flow of information to evaluate and digest. Our consultants take advantage of technological advances, utilizing cutting edge software and techniques to faster and more efficiently produce results. We have created a structure that combines original research, innovative techniques and software, and applies them to crucial local markets. At the same time, that structure allows for interface and global reach for

our consultants. They bring years of expertise to each search performed, and apply sophisticated information systems to process all of the disparate data into targeted results.

Experience and technology fuel our research and analysis yielding qualified results. Each of our consultants is armed with a universe of resources to aid them in their quest for ideal candidates. Consultant ingenuity, combined with sophisticated tools add up to fast, simplified results for clients. Our tools include:

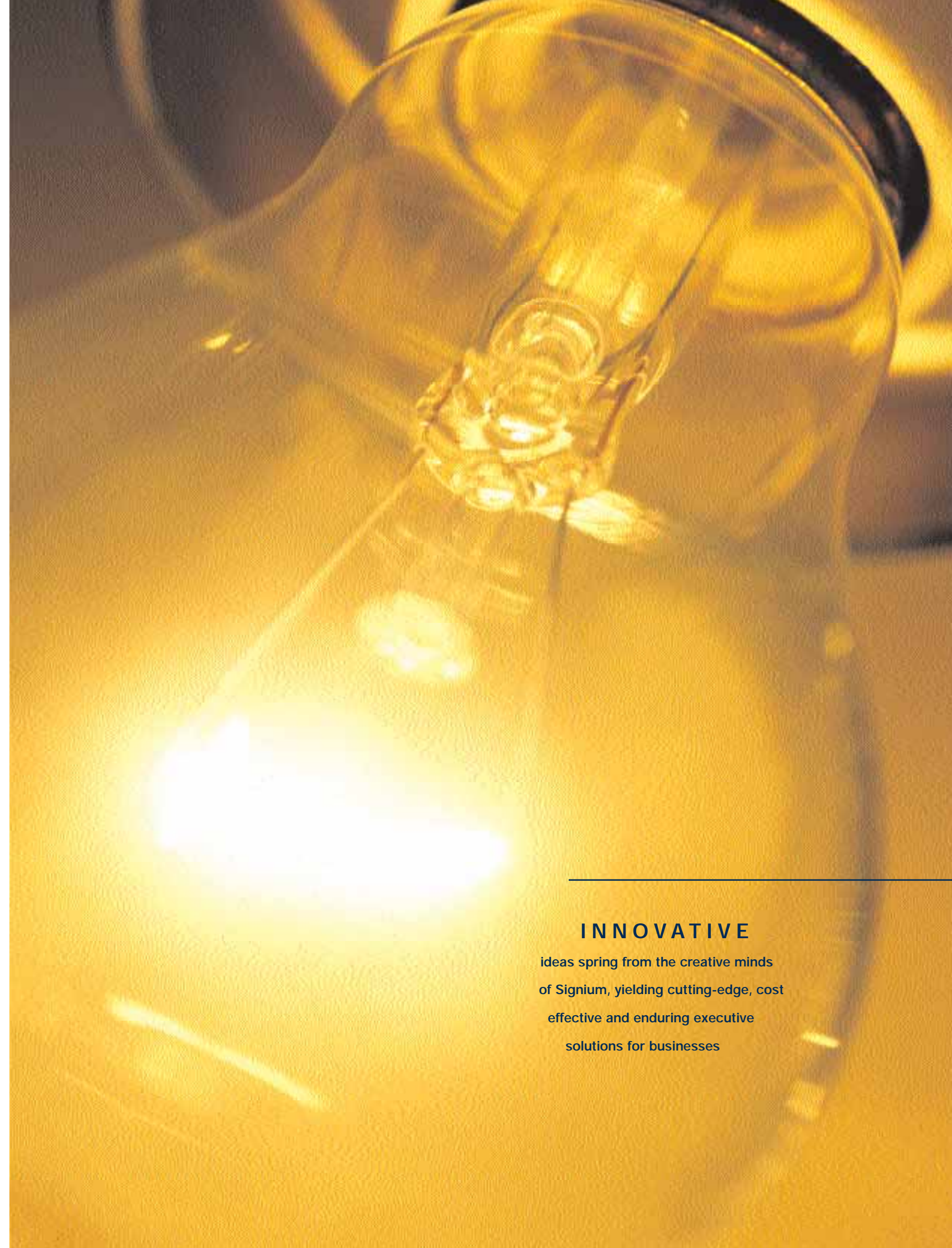
- The collective experience of the Signium internal consultant network
- Archives of searches including source data and potential candidates
- A comprehensive library of reference materials, industry publications and external databases
- Access to e-recruitment solutions for those markets in which our clients require them

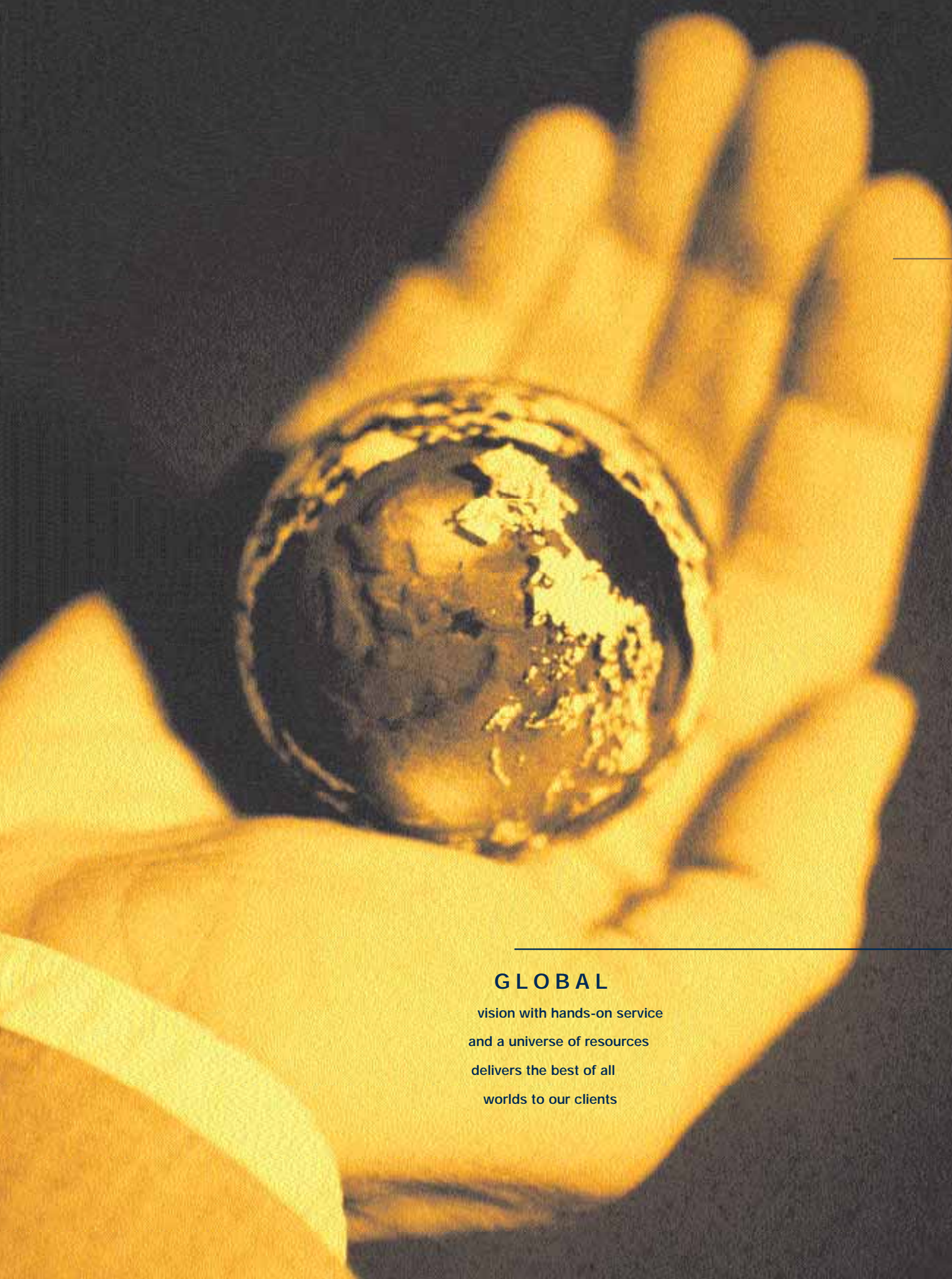
Each link in our network of resources allows us to produce efficient and effective results for our clients in the markets that we serve.

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## INNOVATIVE

ideas spring from the creative minds of Signium, yielding cutting-edge, cost effective and enduring executive solutions for businesses





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## GLOBAL

vision with hands-on service  
and a universe of resources  
delivers the best of all  
worlds to our clients

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## INTERNATIONAL

### SCOPE

Signium is made up of a close-knit group of nationally managed member firms. While technical resources, central coordination and quality standards unite each firm, it takes a globally minded group of individuals to ensure continuity, adaptability and market awareness are maintained worldwide. Those individuals are Signium's Board of Directors.

The Board is comprised of Signium consultants who represent the global and diverse nature of the firm. Their energy, enthusiasm and dedication to the business, result in a steady course for Signium. At the same time, they are visionaries who quickly adapt to changes and always maintain a proactive business stance.

This unique combination of ideals gives us an edge in a complex industry. The spirit of Signium is entrepreneurial, visible in the actions of every team member. Progressive, international leadership yields counsel that factors in cultural diversity, providing clients with multi-national strength and knowledge.

### TEAMBUILDING

We nurture a philosophy of relationship building in our daily actions and business. Strong teams are built from the relationships we develop with candidate and client. Each multidisciplinary team is then managed respectively by the leaders closest to each client.

To keep current and fresh in our approach to business, our consultants continue to build their knowledge by regularly attending worldwide meetings and conferences. Personal and professional relationships are built there, fueling our effective multinational recruiting process.

The result is informed consultants, equipped to communicate effectively with one another as well as with clients and candidates. They understand the importance of teamwork in the recruitment process.

Signium helps clients succeed with cutting-edge,  
high-level executive placement. We find the right candidates  
for every business and develop inspired,  
comprehensive solutions to carry companies on to success now  
and into the future. Business leaders with high expectations  
place their confidence in Signium,  
the global executive solutions team.