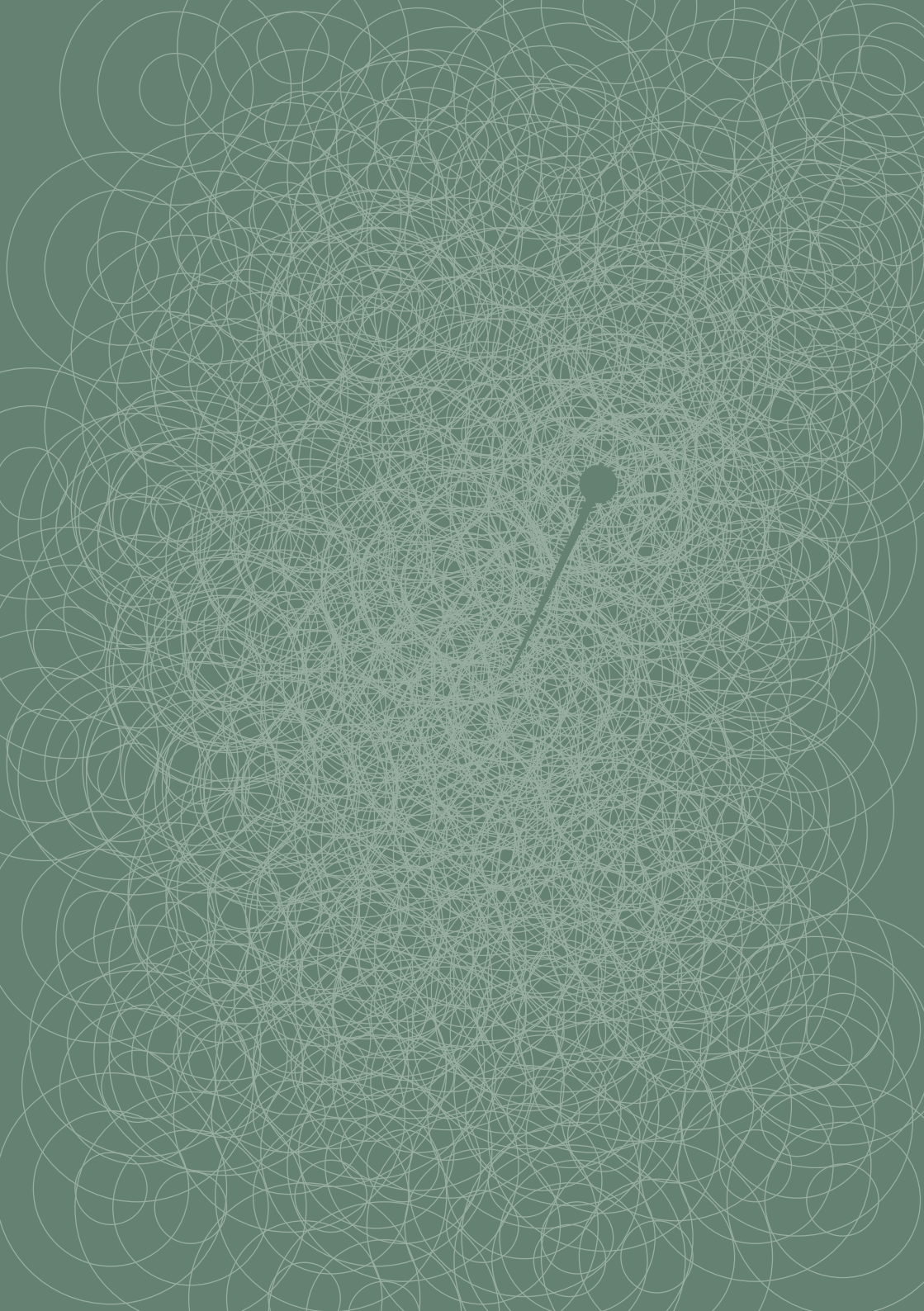


BURGHOFF

International Management Consultants

Invest in smart minds/people.



> Managers and specialists significantly contribute to the success of your company. The benchmarks for this include knowledge and experience, developing ideas and activities, and, finally, the key criterion, personality. Errors in hiring managers are cost intensive, difficult to correct, and have a lasting negative effect on the business environment. People in key positions must act in a profitable way and therefore require the same attention during search and selection as a company would pay to a major acquisition.

We do not seek. We find.

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As an internationally active personnel consulting firm, we are specialized in finding the right people for your key positions.

With increasing globalisation and economic networking, the demands faced by managers in ever more complex and multi-functional job positions are also growing. In order to obtain experienced managers and "high potentials", we specifically target & approach the persons that are successful in mastering such high demands. We support you with our process during the course of the entire selection procedure and also remain at your disposal afterwards.

Our direct approach method offers clear advantages:

- Anonymity and utmost discretion
- Systematic identification of suitable candidates
- Addressing top managers that are not necessarily considering a change
- Overview of all potential candidates and relevant markets



We find systematically.

Demands and job profile

The demands profile has a central function – it forms the basis of our work. In an intensive personal exchange with the decision makers, we clarify the business environment, the characteristics of the position to be filled, and the demands to be made on the candidate. We register the required professional qualifications, knowledge and experience, as well as the expectations in terms of the personality of the future employee.

This profile serves to ensure that we are in full agreement on the task at hand.

The job profile furthermore ensures that our direct targeting is systematically aimed at those market segments, areas of functionality, and hierarchal levels in which potential candidates may actually be found.

Contact, interview, position report

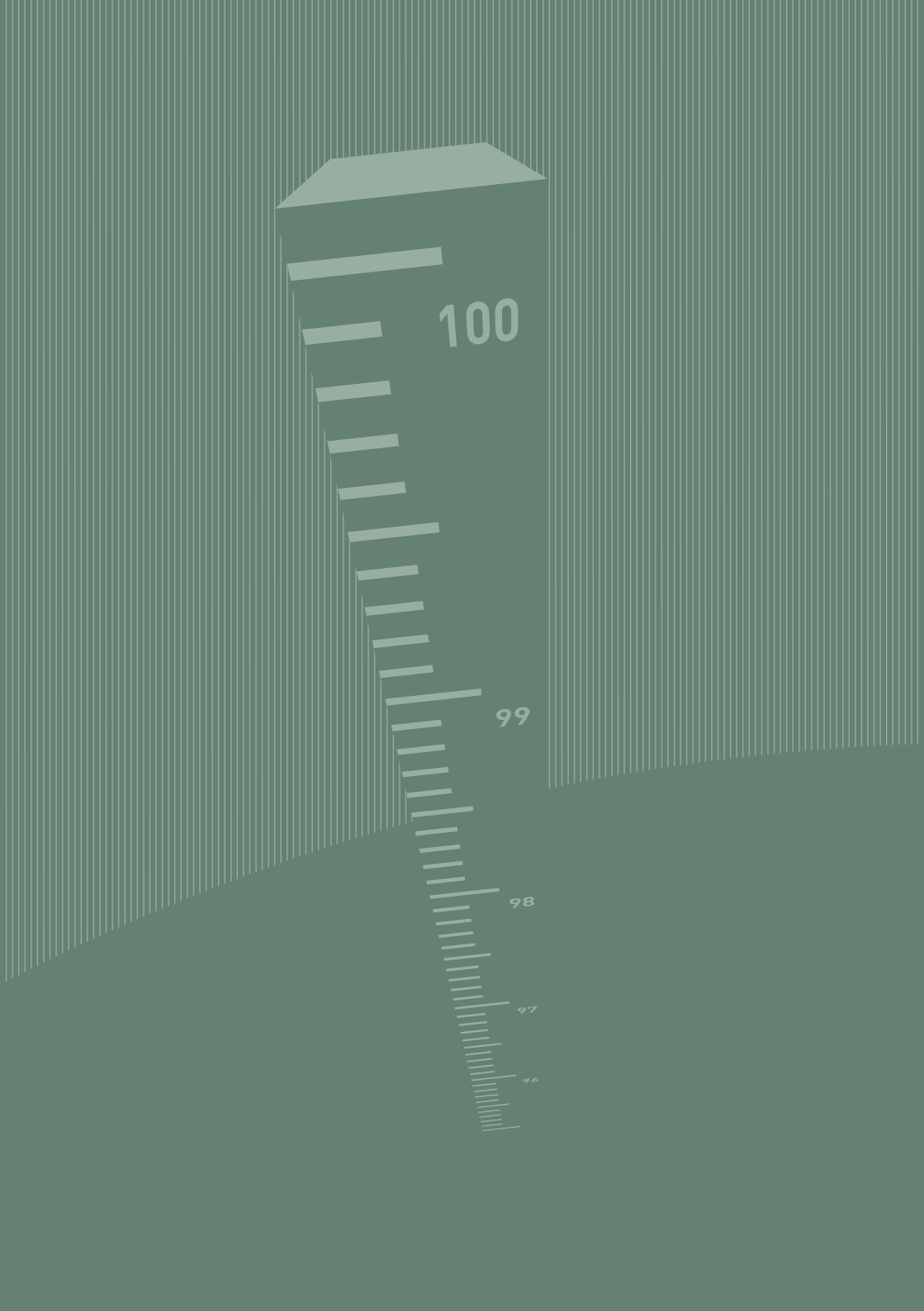
Initial contact is followed up by an in-depth discussion, usually per telephone. During this conversation, basic suitability in terms of the required qualifications

is checked, initial interest on the part of the candidate is determined, and an interview is set up.

A large portion of the mistakes made in filling positions can be traced to insufficient covering of mutual expectations. Therefore, in addition to the candidate's professional qualifications and management potential, we also focus on his or her personality during the interview. We ask in great detail about candidates' career planning and the framework in which they best see themselves performing. You will then receive a detailed position report on suitable candidates that are interested in further interviews, in which their professional and personal qualifications, as well as their motivation, are clearly elaborated.

Presentation, monitoring, integration

We participate in the first discussions between yourselves and the candidates, monitoring the process and advising you beyond the stages of obtaining references and negotiating a contract. After the candidate has been employed, we remain in contact with you and with the candidate in order to support the newly won employee's integration into your company.



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We set standards.

The difference in quality when approached directly and then accompanied through the interviewing process is well known to a majority of managers. The success of the Executive Search Process stands and falls with the professional quality of the procedure.

In order to ensure the highest level of professionalism in dealing with clients and candidates, we distinguish ourselves by the following:

- Our Competence

As Executive Search Consultants, we dispose of in-depth knowledge and experience in filling key positions in sales, marketing, and technical areas of commerce and industry.

- Our Size

Burghoff International Management Consultants is a small, efficient consulting company. As partners, we pride ourselves in personally conducting our searches in order to avoid any loss of information or quality.

- Our International Orientation

We search for managers for international positions beyond Germany's borders in Europe, Asia, and North America. From the outset, you know the contact person who will guide you through the entire search process. Our personal dedication guarantees all services from a single source.

- Our Responsibility

During the selection process, we represent your company to the candidates. Highest comprehensive involvement not only with our clients but also with the respective candidates is our top priority.

- Our Commitment

We are true to our word when we say that we will actively support you within the framework of the search. It is understood that we will remain active for as long as is necessary to find a suitable candidate.

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