



## McALEER GRAY VALUE PROPOSITION

### Why Highly Satisfied Clients Continue to Select MG as Their Preferred Board and Senior Executive Search Partner

- Former Korn Ferry International partners established national boutique executive search firm to execute client engagements at the partner level, removing the lesser experienced staff level that large search firms use to execute searches.
- Although Denver based, corporate and PE clients throughout the country.
- Extensive national network of Board and C-level executive candidates.
- MG's BUSINESS MODEL – we turned the pyramid upside down to create a client-centric model providing senior partners as the primary interface deploying a high-touch and rapid response approach.
- #1 METRIC – repeat/encore engagements by our established client base exceeds 90%. This is even more impressive when you extrapolate out new clients and clients that have been substantially absorbed through mergers. The feedback that the delighted clients provide is they like our value-add to ALL of the major stages of the process and our heavy attention and focus on details and data.
- Diversity, Equity & Inclusion – our firm has been a trailblazer in sourcing diversity candidates for decades and 75% of recent engagements have been diversity placements.
- Candidate Slates – often provide a conundrum for clients due to multiple extraordinary candidates.
- We blew up the fee structure – no calendar approach for us; clients want skin in the game and invoice 4 installments: retain when we launch; 2<sup>nd</sup> when the candidate slate has been presented and well received; 3<sup>rd</sup> when candidates interview and feedback is positive; and 4<sup>th</sup> when the selected candidate begins employment. Our fees are lower than larger firms and we have zero administrative charge billings and zero surcharges for candidate or partner expenses.
- Our search process - EVERY engagement begins with original multi-database research and 25 years of Tier 1 network. We take no short-cuts to the steps of the search and, yet, can deliver slates in a rapid turnaround. Ala carte processes such as assessments are also available depending on client requirements and preferences.