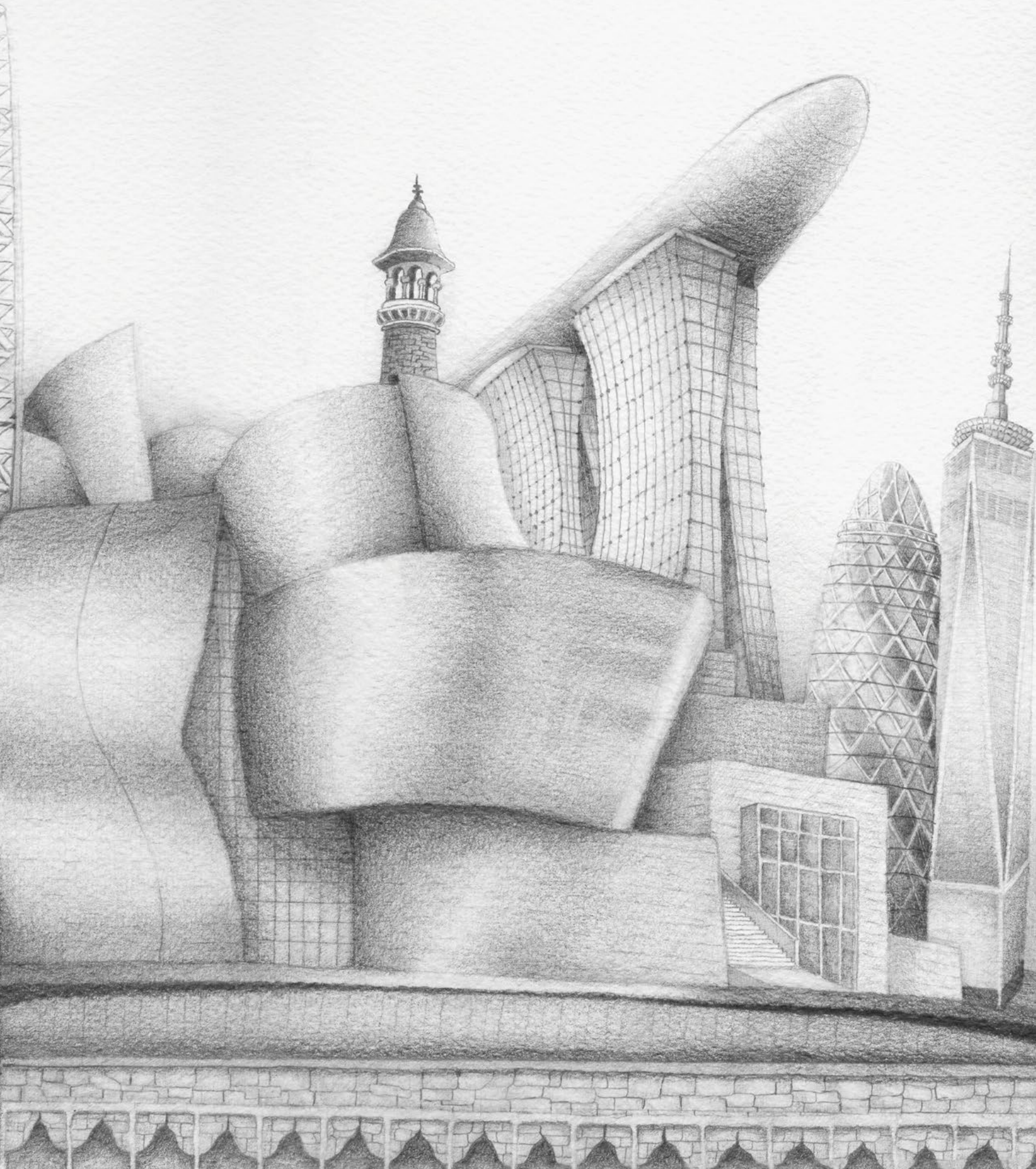


EMA PARTNERS
INTERNATIONAL



Our Cover:

An Original Pencil Drawing by Alex Dabic



Alex Dabic is a recent graduate of York University's Fine Arts program and is an emerging Toronto-based artist. His main medium is painting and he captures subjects in incredible detail. His painted portraits are shockingly realistic and depict representations of an inner essence as well as a life-like physicality.

- 1 **CN Tower, Canada**
When it was completed in 1995, the CN Tower was the world's tallest free-standing structure at 553.33 meters.
- 2 **Taj Mahal, India**
Located in Agra, India, the construction of the Taj Mahal began in 1631 AD and completed in 1648 AD.
- 3 **Turning Torso, Sweden**
A landmark of Malmo, the structure has a turn of 90 degrees and is one of the highest buildings in Sweden at 190 meters and 54 floors.
- 4 **Bilbao, Spain**
A Guggenheim Museum, the Bilbao is a Frank Gehry design using titanium, glass and limestone and is one of the most recognized buildings in the world.
- 5 **Marina Sands, Singapore**
An iconic and uniquely designed complex that brings together a resort, convention centre and renowned architect Moshe Safdie's lotus-inspired Museum of ArtScience.
- 6 **Swiss Re Building, UK**
Known as The Gherkin, this pickle-shaped landmark is said to be London's first environmentally sustainable skyscraper; it opened in 2004 and is the recipient of many architectural awards.
- 7 **World Trade Center, USA**
The new World Trade Centre comprises five skyscrapers, with the centerpiece of the site, 1 WTC towering over New York City, 1,776 feet high.

CONTENTS

Introduction to EMA Partners	4
Our Firm and Our People	6
What to Expect from EMA Partners	8
Our Process	10
Industry & Functional Practices	12
Subject Matter Experts	14
Our Services	16
Our Experience: Market Vision & Focused Expertise	18
Our Worldwide Offices	20

Introduction to EMA Partners

EMA Partners is an executive search firm with over 40 offices located around the globe. For more than 25 years we have partnered with multinational corporations, governments and not-for-profit organizations across a variety of industry sectors and functional areas.

We have built an expanding global partnership of executive search professionals to become one of the largest executive search firms in the world. We are dedicated to satisfying the senior executive and talent management needs of our clients.



Our Firm and Our People Excellence in Executive Search

We are a retained executive search firm committed to identifying executives and leaders who exemplify extraordinary management capability, specialized and niche expertise, exceptional business acumen, and who possess the drive to succeed.

Our unique global structure, where all of our partners are equity shareholders, fosters an entrepreneurial approach and brings long-term stability to our practice. Our structure allows us to share knowledge and resources efficiently and effectively. This stability has resulted in the establishment of symbiotic relationships, where we work together with our clients as a collaborative team committed to satisfying their needs.



What to Expect from EMA Partners | *Approach*

Our style is personal and our approach is client-focused. Our goal is to continually and consistently bring “best in class” talent and leadership to our clients’ organizations.

For every search, we meet with our client to complete an in-depth orientation and assignment analysis. The insight that we garner from our initial meeting is essential to providing a solid understanding of our client’s needs.

Following that, we conduct thorough due diligence on the role and on the organization. We meet with key stakeholders in order to further understand any strategy, business and functional objectives that are pertinent to the role. We gain an appreciation for the organization’s operating structure and corporate culture to ensure that we understand our client’s values.



Our Process

| *Identifying Talent*

After solidifying the details of the mandate we develop a customized search strategy. Our dedicated research team undertakes a systematic search for qualified executives that fit the criteria and mandate:

- We have over 100 consultants worldwide, who have relationships with thousands of talented leaders.
- EMA Partners has a robust database, containing thousands of candidates and client contacts across all major industries.

Assessment & Presentation

- Once we have identified candidates who have the necessary expertise and skills for the role, we ensure that the candidate's personality and intellectual depth is complementary to our client's organization and culture.
- We meet with our client to discuss a final short list and present comprehensive reports on each candidate. We work in partnership with our client to select the final candidate and assist with the negotiation and presentation of an offer.

Industry & Functional Practices

At EMA Partners we understand the market. In most cases, our consultants have worked in the industry that they support, and often, they have been on the customer side of the business as well. Our clients partner with us because they are confident that we know their business and their competitors, and that we stay apprised of current industry trends and understand the landscape of the marketplace.

We are well networked globally, nationally and locally. We have established international practice groups to address the very specific needs of the following industries and functions:

Industry Practices

- Healthcare and Life Sciences
- Industrial
- Consumer, Retail & Services
- Technology & Communications
- Financial Services
- Energy & Natural Resources
- Government & Not for Profit

Functional Practices

- Board / CEO Services
- Financial Officers
- Information Technology Officers

Specialty Practices

- Education
- Global Payments & Transaction Services



Subject Matter Experts

Practice Groups are strategically developed to support our clients in every area of their business. As subject matter experts across all functional areas, we undertake a variety of highly specialized assignments. We have gained a deep understanding of each industry along with the market and the talent required to support the business.

Our clients benefit from our experience and from the knowledge that we have in their specific fields. As a result, they are able to capitalize on the strategic relationships that we have established with leaders throughout the market.



Our Services

At EMA Partners we ensure that we are aligned with the needs of our clients so that we can deliver a service that is unparalleled, and second to none.

We provide our clients with the following services:

1. Executive Search
2. Leadership & Organizational Assessment
3. Research

We support our clients across the public, private and not for profit sectors, and conduct over 2000 assignments annually. Our clients include some of the world's largest corporations as well as many small and medium size companies.



Our Experience: Market, Vision and Focused Expertise

Ultimately our clients' success is our success. We have developed long-term relationships with our clients around the globe to provide:

Dedicated and Personal Service

We ensure that our clients are comfortable and confident with our service. Our partners and consultants have long standing relationships with individuals and organizations.

Commitment to Delivering Results

We value client relationships and are committed to serving their needs with integrity, professionalism and an objective to deliver what is promised.

Global Reach, Local Knowledge, Consultant Expertise

Our partners and consultants' expertise and knowledge of local markets is combined with and complemented by our global search capabilities.



Our Worldwide Offices

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It is universally
understood that
talent management
is mission critical
for any organization

