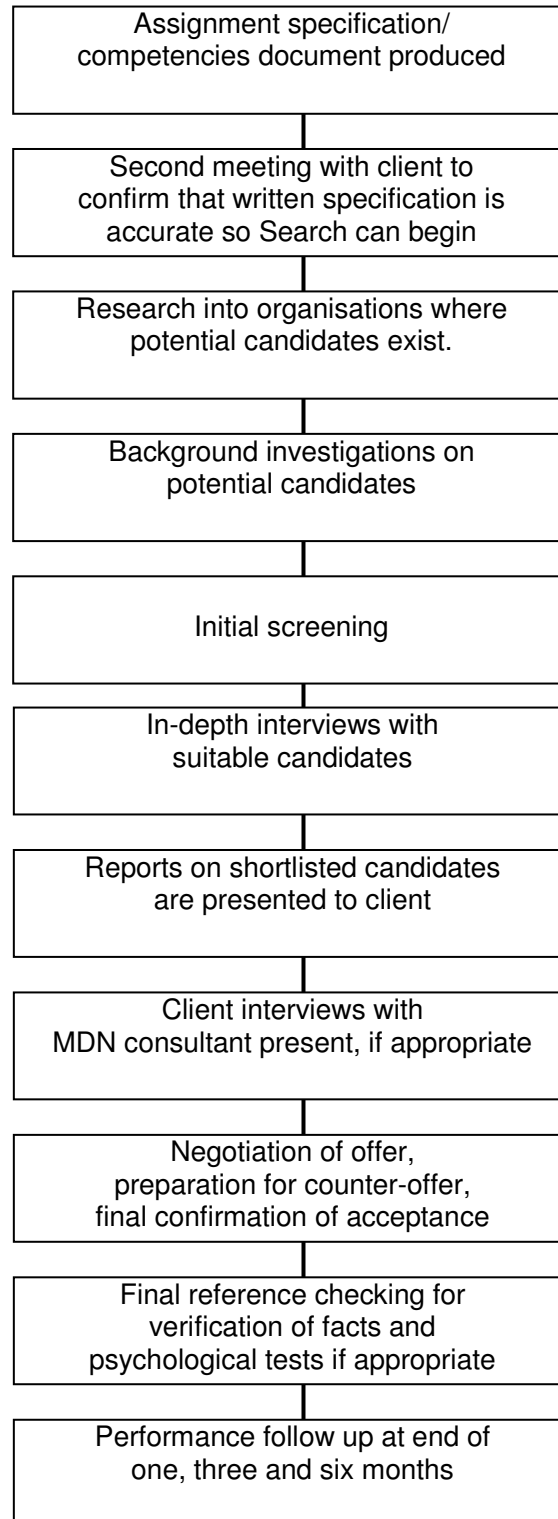


APPENDIX 2 EXECUTIVE SEARCH PROCESS

Search



APPENDIX 2 EXECUTIVE SEARCH PROCESS (Contd)

The key feature of Search compared with the more conventional recruitment methods is that the initiative always lies with the search consultant. You do not have to rely purely on the chance that the best candidate for the position will happen to read an advertisement. This gives the consultant and hence you, the great advantage of making the first approach and providing the impetus which the prospective candidate will need before considering an appointment.

Confidentiality is vital in all areas of this process.

We begin with detailed discussions with you and all key decision makers to ensure that we have a thorough understanding of your culture, operations and goals. With this background, we assist you to formulate the specifications of the position and the ideal candidate. This is a fundamental part of the process.

We then develop a systematic strategy and a detailed approach to locating the best candidates for the position. We talk to knowledgeable people, making discreet enquiries about potential candidates. We make the important first contact with the people concerned to find out whether they are interested and whether they might be suitable. The potential candidates are assessed through detailed research and extensive discreet enquiries before any approach is made. Candidates can then seriously consider the opportunities in the strictest confidence. Those who appear to fit the specification and who display genuine interest are interviewed and thoroughly evaluated to identify the preferred candidates.

We then prepare detailed reports covering personal details, educational qualifications, career experience and general commentary on the candidate's suitability in relation to the specification. Following discussion of these reports with you, we arrange meetings between you and the preferred candidates. Taking detailed references from former employers and associates of the selected candidates is an important part of the decision process. We participate in the final evaluation and negotiations to ensure a successful appointment.

We also keep in close touch with you during the conduct of an assignment. This provides us with valuable feedback on our assessment of the candidates and enables you to be aware of our program.

Search is a detailed process demanding specialist professional skills. At the conclusion of an assignment, both you and MDN must be satisfied that the best available person has been appointed. Our work is directed to ensure that both you and the appointee can look forward to a mutually rewarding relationship.