



## Our Search Process

### YOUR FIRST 23 DAYS WITH TCG

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| <p><b>Pre-Search Consulting</b></p>  | <ul style="list-style-type: none"> <li>○ Role Scoping</li> <li>○ Specification Creation</li> <li>○ Market Pricing</li> <li>○ Org Structure</li> </ul>  |
| <p><b>Day 1: Intake Call</b><br/>Getting to Know You</p>                         | <p>Discuss:</p> <ul style="list-style-type: none"> <li>○ Company Background &amp; Overview</li> <li>○ Position Profile &amp; Compensation Package</li> <li>○ Competency &amp; Chemistry Grid Creation</li> <li>○ Role Value Proposition - 5 Key Value Points</li> <li>○ Search Strategy</li> </ul> |
| <p><b>Day 5: Calibration Update Call</b><br/>Briefing to Date</p>                | <ul style="list-style-type: none"> <li>○ Competency &amp; Chemistry Grid Contracting</li> <li>○ Value Equation Confirmation</li> <li>○ Sample Candidate Profile Alignment</li> <li>○ Additional Points of Discussion from Client</li> </ul>  |
| <p><b>Day 10: Touchpoint Call</b><br/>Update on How Search is Being Received</p> | <ul style="list-style-type: none"> <li>○ Discuss Client Interview Process</li> <li>○ Share Market Feedback</li> <li>○ Additional Points of Discussion from Client</li> </ul>   |
| <p><b>Day 15: Update Call</b><br/>Briefing to Date</p>                           | <ul style="list-style-type: none"> <li>○ Soft Slate: Review Emerging Candidates</li> <li>○ Review / Approve Video Interview Questions</li> <li>○ Additional Points of Discussion from Client</li> </ul>  |
| <p><b>Day 20: Slate 1 Delivered</b><br/>Via Email</p>                            | <p>Includes:</p> <ul style="list-style-type: none"> <li>○ Candidate Resume(s)</li> <li>○ Candidate Assessment Tool</li> <li>○ Candidate Bio</li> <li>○ Recorded Video Interview</li> </ul>   |
| <p><b>Day 23: Slate 1 Call</b><br/>Discussion on Selected Candidates</p>         | <p>Discuss:</p> <ul style="list-style-type: none"> <li>○ Candidate Slate</li> <li>○ Market Reaction to Opportunity &amp; Feedback from Marketplace</li> <li>○ Confirm Candidate Interview Schedule</li> </ul>  |
| <p><b>Post-Search Coaching</b></p>   | <ul style="list-style-type: none"> <li>○ On-boarding Support</li> <li>○ Executive Coaching</li> <li>○ Team Assimilation</li> </ul>   |