

SOLUTION PROFILE



EXECUTIVE SEARCH

A company's executive team provides the management, experience and leadership that are critical to business success. That is why the process of identifying and pursuing the very best talent for senior-level positions requires the dedication and expertise of a resource equipped with the proper tools and approaches to deliver the precise professional to meet the organization's unique needs.

A close working relationship with the client is critical to a successful search. TAPFIN Executive Search tailors its efforts to the requirements and expectations of the client, the specific position, and the client's key internal constituents. With in-depth experience across a diverse range of industries, TAPFIN understands that, in addition to the standard job description, there are also the unspoken and often more subtle candidate requirements that are critical to finding and placing a successful leader.

VALUE PROPOSITION

Companies can increase quality, lower costs, and gain overall efficiencies by utilizing TAPFIN's market expertise and extensive professional network of candidates. HR Management and Hiring Managers can concentrate on their own initiatives rather than spend the time building the expertise and network.

Additionally, an experienced search consultant works directly with each client to ensure immediate access to and a personal relationship with the consultant. TAPFIN's Executive Search team has a proven track record that includes many successful management and sales teams. We understand what it takes to excel in fast-paced markets. Our experience and connections in these markets give us the edge in finding and recruiting the right people to succeed in our client's unique work environment.

DEPLOYMENT

Every TAPFIN executive search begins with an upfront needs analysis to gain a better understanding of our client's company culture and the internal challenges and business goals specific to the open position. TAPFIN identifies the necessary professional experience, personality traits and key success factors required for a leader to thrive in our client's environment.

A thorough assessment of our client's industry and competitors is performed to identify an ideal target list of companies. TAPFIN then taps into our network of relationships to find top performers that match our client's unique prescreen criteria.

ABOUT TAPFIN

- > First to offer an integrated solution for acquisition, management and optimization of human capital and contracted services
- > Customized services to meet the unique needs of clients in industries ranging from technology and financial services, to life sciences and telecommunications
- > One of the largest, most financially stable providers of resource management services in the industry
- > A history of process and technology innovation since the inception of resource management process outsourcing
- > The only provider to have achieved ISO 9001:2008 quality management system certification
- > Publicly-traded parent company (NASDAQ: CITP)
- > Billions in managed spend under contract
- > Over 65 programs active today
- > 16 Fortune 500 programs
- > Over 4,100 supplier contracts negotiated



A presentation deck is developed with the most qualified candidates, including a detailed summary, criteria evaluation, and overall assessment of each candidate. TAPFIN facilitates the interview and selection process with both the client and the candidates to ensure a positive, professional experience on both sides and to make sure that recruiting efforts are hitting the mark. Once a search is completed, TAPFIN solicits feedback from clients and candidates, to continue to improve and refine our processes.

THE TAPFIN DIFFERENCE

At TAPFIN, we approach each client engagement with the goal of providing a positive search experience that exceeds expectations. Although a successful search completion is often viewed as the ultimate metric in evaluating any given executive search assignment, we also believe the means by which a client achieves their search objectives and the signals that are sent to the marketplace during the executive search process are critically important as well.

With over 36 years of experience in the industry, we specialize in the disciplines of Finance, Accounting, Information Technology, Procurement, Engineering and Sales & Marketing. We strive to deliver our clients the highest level of service available while identifying the very best talent in the marketplace. TAPFIN Process Solutions has extensive knowledge in assisting start-up companies to Fortune 100 corporations in direct-hire search, retained search, consulting and staff augmentation.

TAPFIN's senior-level retained search practice serves clients in a variety of industries throughout the country. From the Fortune 100 to emerging companies backed by leading venture capital and private equity firms, we are at the leading edge of helping companies solve their most critical human capital needs. Specifically, TAPFIN Executive Search is recognized for providing expertise in the following areas:

Accounting/Finance	Procurement & Human Resources	Information Technology	Engineering
Financial & Management Reporting Corporate Finance SOX IFRS Interim & Project Accounting Needs Strategy & Planning Energy Accounting (front, mid- & back office) Internal & External Audit Tax Accounting Investor Relations Public, Project & Cost Accounting Supply Chain Management Investment Banking Operational Accounting	Pricing & Buyers Benefits & Compensation Analysts Generalists Recruiters Contracts Professionals Procurement Manager & SVP of Procurement	IT Director VP & SVP of Information Technology Chief Technology Officer Chief Information Officer IT Audit	Project Engineer Project Manager Project Controller Oil & Gas Professional HSE Petroleum Engineers Geologist Geophysicist