

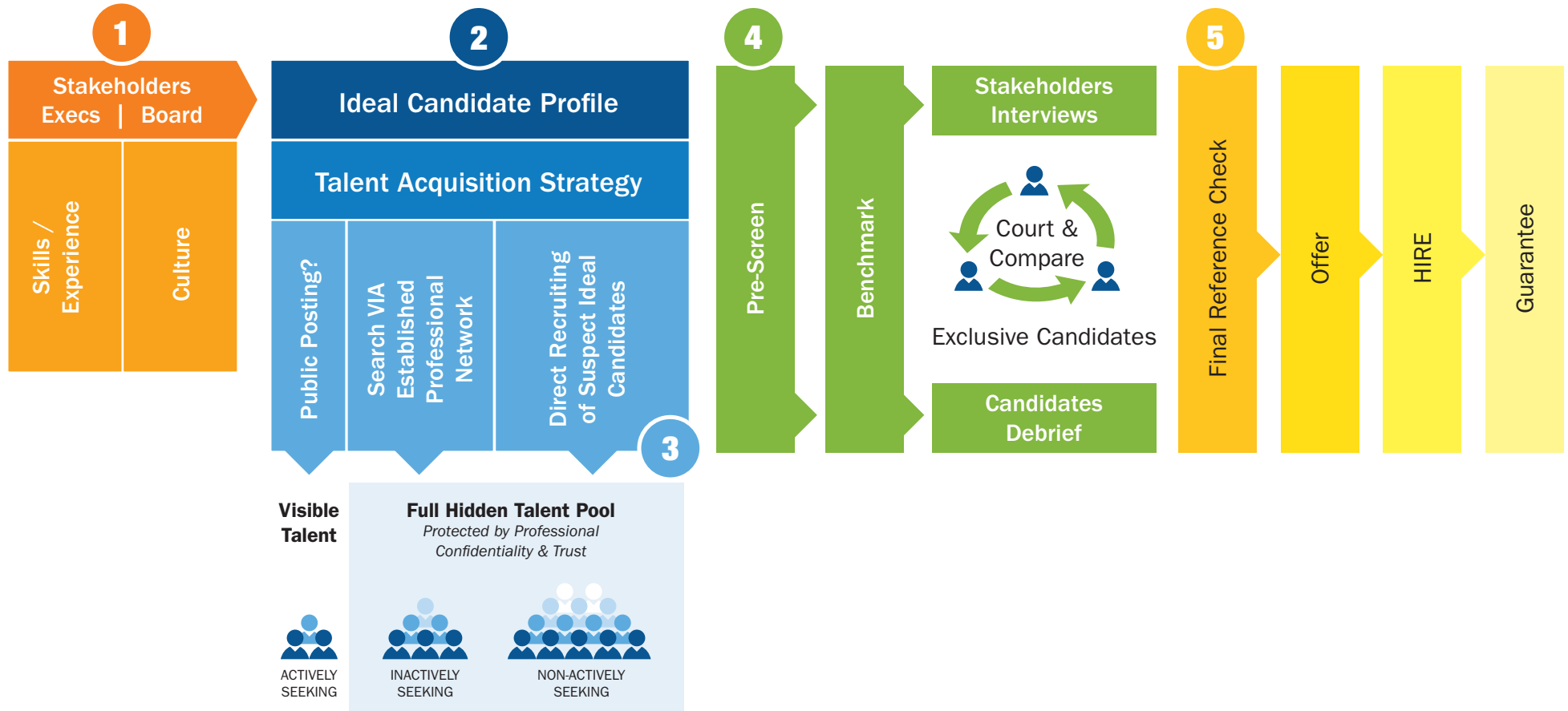


Lauber CFOs

Financial Leadership & Talent Solutions

Trusted Candidates Through a Trust-Based Process

LauberCFOs provides retained search services exclusively to mid-market organizations for financial positions at the controller level and above. This specialization along with a proven process and unparalleled network assures efficient success. The model below should act as a guide for any highly trusted and specialized position.



1 DEFINE
Involve all stakeholders and thoroughly define the skills and cultural fit needed.

2 STRATEGY
Create an ideal candidate profile and a strategy for how and where you're likely to find candidates.

3 FIND
Ideal candidates are unlikely to be on the open market. Proactively leverage professional networks and make direct contact to position the opportunity.

4 MATCH
The first candidate becomes your benchmark. Court & compare a few exclusive candidates to efficiently narrow to the chosen candidate.

5 HIRE
Leverage best practices for performing final reference check, negotiation and compensation structure.