



# HVS

EXECUTIVE SEARCH

**Making Informed  
Leadership Decisions  
When the Stakes are the  
Highest**

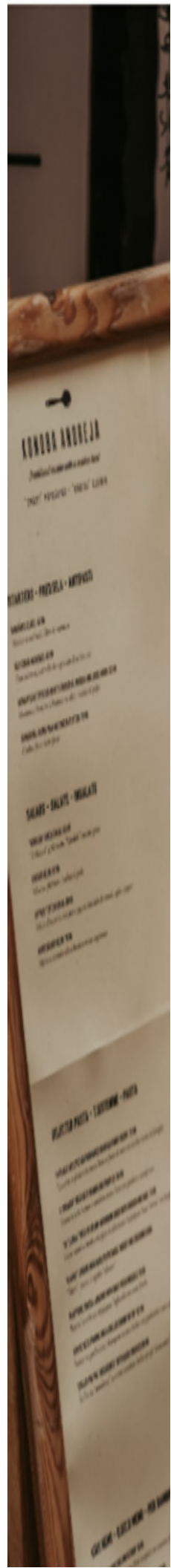
**The Americas ◦ Europe ◦  
India ◦ Middle East ◦ Africa ◦  
Asia Pacific**



**As a division of HVS, the global authority on hospitality, HVS Executive Search can leverage unrivaled relationships, access unique intelligence, and provide a truly global reach within the hotel, restaurant, and real estate sectors.**

## What Makes Us Unique

- ❖ **Over 30 years** established leader in Hospitality industry
- ❖ **Hospitality Industry specific** - Hotel, Restaurant, and Real Estate, sectors
- ❖ **Consistently Strong Net Promoter Scores**, averaging 95%
- ❖ **Proprietary database, SPIDER®** - Largest in the hospitality industry and regularly updated by our Global Data Management Team
- ❖ **Project Teams** of at least two search Consultants and an Administrator. Managing Director involved in the entire search process with a hands-on collaborative approach
- ❖ **The HVS Client Portal** will provide you with real-time updates on our team's outreach, candidate insights, interviews, references, and more
- ❖ **Candidate Referencing** prior to presentation for added insight and perspective
- ❖ **Offer Term Sheets** prepared and discussed prior to formal delivery of an offer letter
- ❖ **Our HVS Assessment** is designed to provide deeper insight into executive's management style. This assessment allows leaders to throw light on their blind spots as well as identify potential areas for growth and development

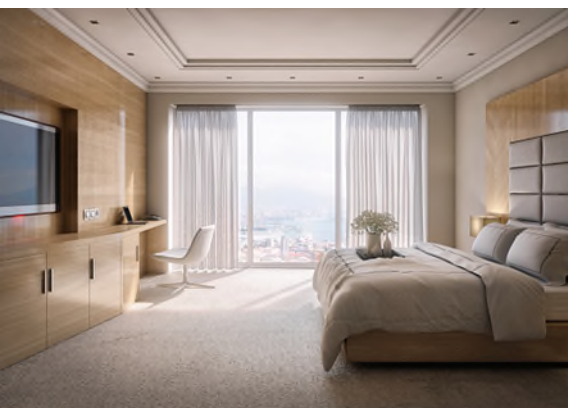






## Primary Areas of Focus

- ❖ **RESTAURANTS** - Publicly Traded, Franchisor, Franchisee, and Private Equity Sponsored
- ❖ **HOTELS** - Brands, Management Companies, and Private Equity Sponsored
- ❖ **REAL ESTATE** - REITS, Hotel Owner/Developers, and Private Equity Sponsored



## **HVS Executive Search Methodology** *Partnership Through Flexibility*

### Company Analysis & Profiling (week 1)

- ❖ Kick-off call to discuss the opportunity and conduct a Cultural Assessment
- ❖ Compelling Opportunity Profile created
- ❖ Targeted Company/Asset Research list created
- ❖ Weekly Candidate Review Calls scheduled

### Research Identification & Assessment (weeks 2-10)

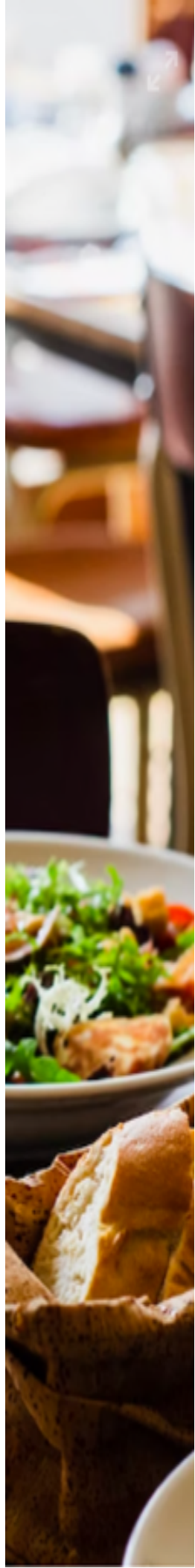
- ❖ Sourcing and identifying qualified candidates through our database, LinkedIn Recruiter Pro, and our valued sources
- ❖ Interviews and reference check conducted
- ❖ HVS Assessment administered
- ❖ Resumes, HVS Assessment reports, and compensation breakdown of the top candidates are presented on Weekly Candidate Review Calls

### Feedback & Offer (weeks 11-12)

- ❖ Feedback from all parties is reviewed to determine course of action
- ❖ References provided at Client request
- ❖ Offer Term Sheet and Compensation Negotiation provided at Client discretion

## Terms

- ❖ **Professional Fee:**
  - 30% of total cash compensation (annual base salary, annual targeted bonus, and sign-on bonus)
  - No additional Administrative Fee
  
- ❖ **Payment Schedule:**
  - 1<sup>st</sup> Retainer due upon executing agreement-1/3 of estimated fee
  - 2<sup>nd</sup> Retainer due at 30 days - 1/3 of estimated fee
  - Balance due upon candidate accepting offer
  
- ❖ **Assessment Profiles:**
  - Preferential flat rate of \$3,000 for an unlimited number of candidates for the assignment
  
- ❖ **Expenses:** Candidate travel related expenses to be paid directly to the Candidate by Client
  
- ❖ **Term:** Six months
  
- ❖ **Off Limits:** Six months
  
- ❖ **Guarantee:** Six months





## HVS Executive Search Leadership Team



**Court Williams**  
Chief Executive Officer  
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**Alice Sherman**  
EVP & Managing  
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**Wendy Hollander**  
Chief Administrative  
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New York  
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## HVS Executive Search Team



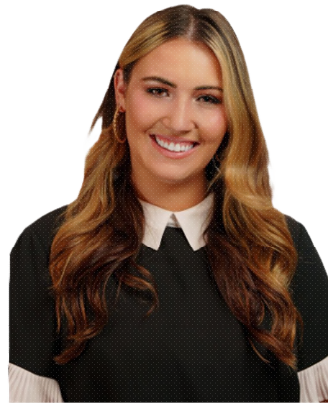
**Matt Black**  
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## HVS International Executive Search Team



**Florian Kittler**  
Managing Director  
Europe & Asia Pacific  
London & Frankfurt



**Axel Stadler**  
Vice President  
Asia Pacific  
Kuala Lumpur



**Sofie Otto**  
Director of  
Administration  
Europe & Asia Pacific  
Cape Town



**Bhavna Bhatia**  
Vice President  
Middle East & Africa  
New Delhi



**Shaloo Dhillon**  
Vice President  
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**Please contact**

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***East Coast***

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**to find out more about our process**

**& allow**

**HVS Executive Search**

**to learn about your Company's**

**Executive Search needs**