



promise. process. performance. people.



Chrisman & Company

an executive search consultancy to financial industries

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THE Promise...

Financial and related industries have a choice of many executive search firms when seeking to fill senior to executive management positions and board appointments within their sector.

However, for more than two decades that sector has continuously sought out the retained executive search firm of Chrisman & Company, most notably because the firm's professionals have come from the financial sector, giving decision-makers within this industry group, a sense of being *at one* with Chrisman.

The firm is recognized for conveying to clients a comfort level in their understanding of clients' complex objectives, specific needs, business environs, sensitivities and cultures. By imposing limitations on the scope of the firm and remaining strictly within the industries that make up the financial sector, Chrisman & Company has formed a niche unparalleled today in the retained executive search industry and garnered, in the process, a distinguished reputation in servicing the companies within financial and related industries.

it's not about what
we do, it's about
what the client
does that matters

Unlike multi-national and other larger firms, Chrisman & Company is not encumbered by layers of structures and therefore has the attribute of flexibility in easily turning challenges into realities—within one of the shortest cycle times in the industry.

Over more than two decades, Chrisman & Company has kept its promise to deliver human capital solutions, including the best candidates, in the shortest amount of time.

THE Process...

It's consultative. It's first about measuring a client's perceived needs, and then having the depth of industry specific background and information on hand to advise, flex, crystallize the scope of the expectations of a candidate and, at times, the courage to disagree—and then guide clients in the right direction.

The Chrisman & Company process simplifies structures when compared to bigger firms that go through various systems. The boutique structure of the firm affords it the opportunity to short-circuit the process in order to get what clients need, at the speed they need.

With financial industry knowledge at its fingertips, reaped from years of a niche focus, Chrisman & Company offers a competitive advantage in understanding the assignments, industry culture and research needs, and thus can deliver a group of choice candidates for each position—the first time around.

when chrisman speaks, clients listen

Companies from start-ups to the *Fortune 500* tap Chrisman for its specific expertise. Clients feel secure that the candidate will match their expectations; secure that the search will have senior management involvement at all times; secure in the promise—to fill the position within 45-75 days.

The firm additionally counsels clients on benefits outside traditional search services, such as compensation analysis and market perceptions of today. Moreover, some clients have asked Chrisman to take on the role of a complete HR department, managing that function as an in-house department while, in effect, being an outsourced one.

Chrisman's very size enables case-by-case flexibility, including pricing methodology. In particular, the firm is recognized for its ability to manage difficult searches for companies during a restructuring phase, as well as companies in need of building their in-house search function.

THE Performance...

For more than two decades, the firm has measured its success—one placement at a time.

For more than two decades, clients have measured the firm's performance—with each Chrisman placement.

The firm has provided professionals selected from a broad and diverse pool of candidates to commercial banks, savings & loans companies, equity sponsor/venture capital firms, investment banks, investment management firms, leasing companies, mortgage companies, real estate investment trusts, trust companies, insurance, among others within the financial sector. When diversity is a company's primary objective, clients count on Chrisman's resolute inclusiveness of diversity. Firm professionals have placed Board appointments, CEOs, CFOs, Executive and Senior Vice Presidents, Division Managers, Human Resources Directors, among other positions.

And they have done so for the *Big Four* accounting firms, national consulting firms, as well as for corporations ranging from entrepreneurial to multi-nationals. Most clients have counted on Chrisman & Company to provide professionals for their organizations—not just for a placement or two—but rather for the more than two decades that the firm has existed.

The firm's standing, credibility and reputation in the industries in which it does business, is a testament to the instinctive responsiveness of its professionals in managing searches with agility, while imparting a sense of security in clients for its ability to deliver—and on time.

The Chrisman performance over these many years has netted loyalty from longtime clients, many of which are household name companies and organizations.

the success of the
chrisman performance
can be measured by
the prestigious list
of long-term client
relationships it has
established

THE People...

It's about putting professionalism first and foremost.

It's about a blend of talent, expertise and judgment.

It's about controlled growth of the firm in order to assure high quality results.

It is the firm's professionals who have created the reputation that Chrisman enjoys today. Their philosophy—*what you see is what you get*—holds true on every search. Clients form relationships with those professionals they first meet and then know that Chrisman will have the same professionals available to them at all times, throughout the search process.

Moreover, the founder and CEO of Chrisman, continues to hold board positions himself, including the position of Chairman of the Board of a multi-billion publicly trade bank, as well as Directorships of private and public focused organizations. As such, he understands first-hand,

what you see is what you get

the issues surrounding Board Corporate Governance and the heavy responsibility that Board members and CEOs bear in leading

companies. Organizations searching to fill Board member positions seek out Chrisman & Company—for Chrisman is one of them and knows what it takes, where to look, what stringent criteria to set in selecting candidates. Chrisman has the experience and ability to source the broadest spectrum of candidates and then narrow it down to the top few.

Confidence in Chrisman professionals is rooted in their unrelenting relationship-driven stance.



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