

1. Company: Privately Held organization with 9000 employees spread across globe

Role	Head New Business for US
Level	President
Salary Bracket	\$500,000 Cost to company
Portfolio Size	\$300 mil plus
Period of Search	4.5 months
Number of candidates processed	6 potential candidates
Number of candidates submitted	2
Number of candidates shortlisted	2
Levels of Interviews	5 inclusive of CEO
Joining year	2012

2. Company: \$300 million Outsourcing organization with strong presence in Banking/Financial Services and Insurance vertical.

Role	Head Sales
Level	Senior Vice President
Salary Bracket	\$400,000 cost to company
Portfolio Size	\$200 mil
Period of Search	5 months
Number of candidates processed	5 potential candidates
Number of candidates submitted	2
Number of candidates shortlisted	2
Levels of Interviews	4 inclusive of CEO
Joining year	2008

3. Company: Tier 1 outsourcing organization with \$5 billion plus revenues

Role	Head of Marketing for Americas
Level	Vice President
Salary Bracket	\$ 280,000 cost to company
Portfolio Size	Not relevant
Period of Search	5 months
Number of candidates	4 potential candidates

processed	
Number of candidates submitted	3
Number of candidates shortlisted	2
Levels of Interviews	4 inclusive of CEO
Joining year	2007

4. Company: \$400 million Outsourcing organization

Role	Head Of Recruitment for Americas
Level	Director
Salary Bracket	\$175,000 cost to company
Portfolio Size	Not Relevant
Period of Search	3 months
Number of candidates processed	3 potential candidates
Number of candidates submitted	3
Number of candidates shortlisted	2
Levels of Interviews	4 inclusive of CEO
Joining year	2008

5. Company: Tier 1 outsourcing organization with \$6 billion plus revenues

Role	Head of Banking Vertical for Americas
Level	Vice President
Salary Bracket	\$400,000 cost to company
Portfolio Size	\$700 mil plus
Period of Search	5 months
Number of candidates processed	3 potential candidates
Number of candidates submitted	2
Number of candidates shortlisted	2
Levels of Interviews	6 inclusive of Country Head
Joining year	2007

6. Company: Amongst the Big Four

Role	Head of Business Unit for Canada (BPO)
Level	Vice President
Salary Bracket	\$450,000 cost to company
Portfolio Size	Multi- million
Period of Search	6 months
Number of candidates processed	3 potential candidates
Number of candidates submitted	2
Number of candidates shortlisted	2
Levels of Interviews	6 inclusive of Country Head
Joining year	2006

7. Company: \$200 million outsourcing niche organization

Role	Head of Banking Vertical
Level	Vice President
Salary Bracket	\$300,000 cost to company
Portfolio Size	\$50 million
Period of Search	4 months
Number of candidates processed	3 potential candidates
Number of candidates submitted	2
Number of candidates shortlisted	2
Levels of Interviews	4 inclusive of Country Head
Joining year	2011