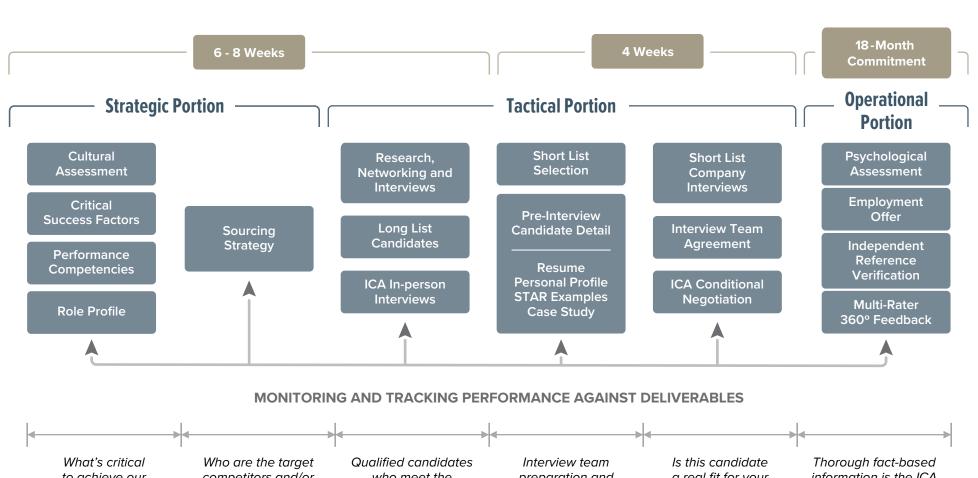


Retained Search Recruiting & Performance Accountability Model



to achieve our mission?

competitors and/or adiacent industries?

who meet the technical criteria.

preparation and assessment sheet. a real fit for your unique culture?

information is the ICA Value Proposition.



PERFORMANCE **OPPORTUNITY**



CRITERIA FOR SUCCESS



RESEARCH



CANDIDATE PROFILE



MULTI-SOURCE INFORMATION



ASSIMILATION/ DEVELOPMENT