

# The Raines Advantage

## **Raines International Functions**

Executive & General Management  
Finance  
Human Resources  
Information Technology  
Operations  
Sales & Marketing  
Strategy

## **Raines International Industries**

Consumer Goods & Retail  
Financial Services  
Healthcare & Life Sciences  
Manufacturing  
Not-for-Profit  
Private Equity  
Technology Media

## Speed

We are committed to finding exceptional talent in an efficient manner. On average, we identify the successful candidate within 14 business days of receiving the initial search specifications from the client.

Timing matters too. Timing is everything. We stay engaged with the best talent across industries and functions throughout the year, so we know when to strike the iron. We are information driven and leverage trends, acquisitions, and leadership changes to our clients' advantage. Knowing when to pull the trigger makes all the difference in the world.

## Integrity

Even the smartest humans make emotional decisions. The world's best talent knows no shortage of opportunities. It is easier to find a reason not to pursue a new role than to justify the move. If a candidate feels that a search process is just a transaction, with the search firm and/or the client, they do not mind walking away. Forever.

Our process is designed to instill confidence in the executives we approach. With a 46-year history and rich reputation in executive search, it is clear we are playing the long game. We approach candidates thoughtfully, we maintain the utmost of confidentiality, and we make the search process enjoyable and transparent.

To our active clients, we do not carve up your organization into areas we will and will not recruit from. We won't recruit from your Asia segment while recruiting for your executive team in Ohio, like the largest firms do. That kind of activity doesn't sit well with us, and you shouldn't have to accept it.

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## Access

“It’s not what you look at that matters,  
it’s what you see.” – Thoreau

By design, we are a mid-sized firm. By design, we have multiple practice areas across key corporate functions and industries. With fewer off-limits issues than other search firms, we offer our clients significantly greater access to the most driven, accomplished, and inclusive leaders.

Look at our mid-size firm, and see more talent from around the globe. Based in NYC, we serve clients on five continents.

## Relationships

Without strong ropes and chains, the tugboat cannot pull the ship. Without strong relationships, an executive search firm cannot bring big talent to the table. Most executive search firms and most search consultants are focused on today and tomorrow, a focus that drives a transactional approach. Real talent thinks long term and won’t suffer fools twice.

Founded in 1969, we know that a good today isn’t good enough. The way we treat each executive today will influence our ability to recruit him or her tomorrow, or in five years. In 2014, 82% of our search assignments stemmed from repeat clients, with the balance coming from former candidates. Our consultative, patient, and understanding approach allows us to develop true relationships, which must extend beyond any single assignment.

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## Diversity

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If it is broken, fix it. If your executive team does not yet reflect diversity, it appears intentional. There is overwhelming evidence highlighting the multitude of positive business outcomes that a diverse team drives.

We present diverse candidate slates on 100% of search engagements, and we have completed more than 60% of our engagements with diverse candidates. Diversity is built into how we do business.

### Recent Diverse Placements:

- Chief Operating Officer, Fortune 500 Company
- Divisional CFO, Fortune 50 Manufacturing Company
- Chief Marketing Officer, Fortune 500 Consumer Company
- Chief Technology Officer, Multibillion-Dollar Tech Company
- Global President, Fortune 500 Consumer Goods Company
- Operations Executive, Premier Private Equity Firm