

CHRO PRACTICE

In a world of intensified competition, increasing complexity and rapid, unrelenting change, a company is defined by its people and the leaders who help navigate this landscape. Today's focus on talent has made the Chief Human Resources Officer a role of the utmost importance. As an essential driver of company strategy, the role requires holistic business executives with a human capital lens to expertly shape, manage, and inspire a company's workforce. From innovations in compensation, benefits, and rewards structures to new people analytics and organizational design strategies, CHROs create the environments to maximize employee output toward broader business goals.

At Raines, we work with a wide range of companies to identify the best Human Capital leaders for their specific organization and situation, from Fortune 100 companies and high-growth startups to private equity firms and their portfolio companies. Whether working on a lead private equity Talent Partner, the first-ever Chief People officer for a startup or portfolio company, or a global CHRO with a mission to drive a more contextualized HR strategy with depth across regions, we are committed to identifying and supporting the most exceptional executive for that opportunity through our robust network and offerings.



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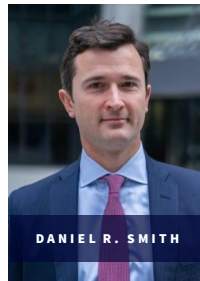
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**CHANGE IS
GOING TO
HAPPEN**

**THOSE WHO
EMBRACE IT
TAKE THE**

raines

Our commitment to difference making is an absolute mandate that guides our search for people who create real change. It informs every step of our proprietary process and leads to meaningful success and consequential impact. In every partnership, we pledge to deliver change and to make a difference.

AREAS OF SPECIALIZATION

- Fortune 500 and Privately-Held Company CHROs and HR Leaders
- Private Equity Talent Partners and Portfolio Company HR Executives
- Chief People Officers for High-Growth Startups

**PLACEMENTS:
CHRO PRACTICE**

**UNICORN TECHNOLOGY
REAL ESTATE COMPANY**

- Chief People Officer

**PRIVATE EQUITY-BACKED
DENTAL SERVICE COMPANY**

- Senior Vice President,
Head of Human Resources

**HIGH-GROWTH CRAFT
BREWERY**

- Vice President, Head of
Human Resources

**FORTUNE 150
TECHNOLOGY COMPANY**

- Chief Talent Officer
- Vice President, Head of
Diversity and Inclusion
- Vice President, Human
Resources Business Partner
and Transformation Lead

**MIDDLE MARKET PRIVATE
EQUITY FIRM**

- Managing Director, Human
Resources
- Managing Director, Talent
Acquisition

**MIDDLE-MARKET PRIVATE
EQUITY FIRM**

- Head of Talent
Management and
Development

**GLOBAL PRIVATE
EQUITY-BACKED BUSINESS
SERVICES FIRM**

- Chief Human Resources
Officer

**PRIVATE EQUITY-
BACKED BEHAVIORAL
HEALTHCARE COMPANY**

- Senior Vice President,
Human Resources

**PUBLIC MULTIMILLION
DOLLAR INFORMATION
TECHNOLOGY COMPANY**

- Chief Human Resources
Officer

**PRIVATE EQUITY-BACKED
HEALTHCARE COMPANY**

- Talent Acquisition Head

**MULTIBILLION-DOLLAR
DISTRIBUTION COMPANY**

- Chief Human Resources
Officer