



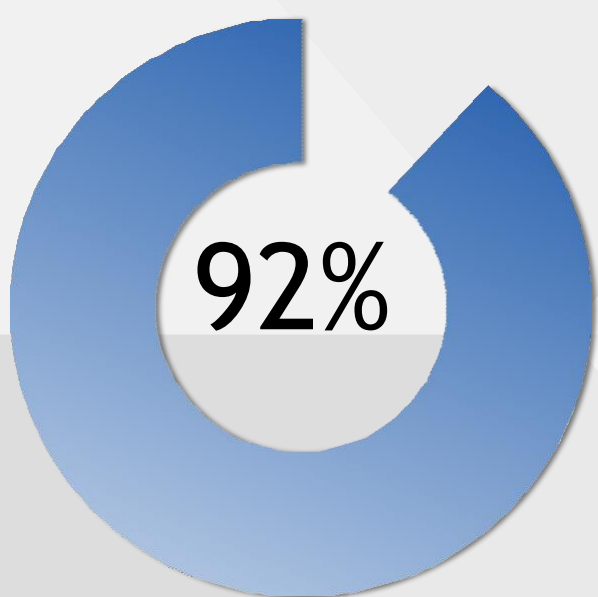
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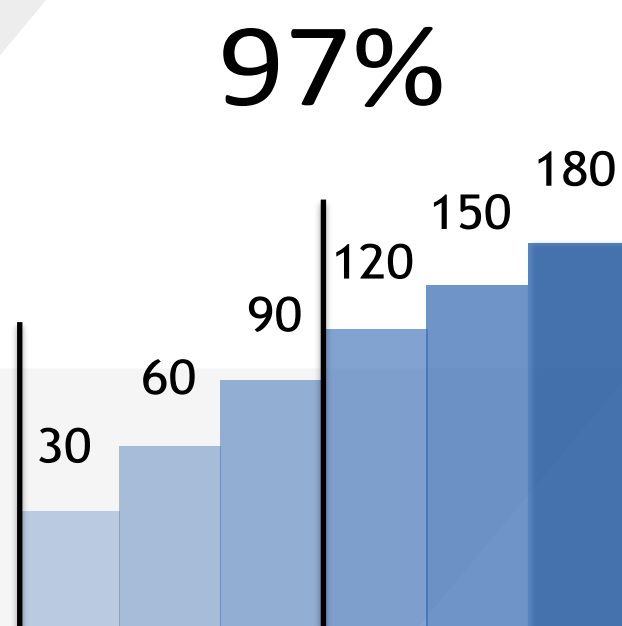
# DELTA PARTNERS AT A GLANCE

- Originally founded as Delta Diversified: Established in 1979
- “The Executive Search Firm”: Committed to Performance, Quality & Excellence
- Industry Pioneer in the use of Human Capital Intelligence & Business Analytics
- Turnkey Process: A Proven Methodology That Drives Performance
- 360° Assessment That Ensures Search Quality
- 3rd Party Candidate Assessment and Validation, Via Experiential & Behavior Based Interview Approaches Combined with Deep Referencing
- Proprietary Technology Tools That Expedite Results
- All Searches Receive Senior-Level Attention from a Team of Consultants with Over 50 Years Combined Experience
- Maximum Talent Access with Minimal Hands-Off Limitations

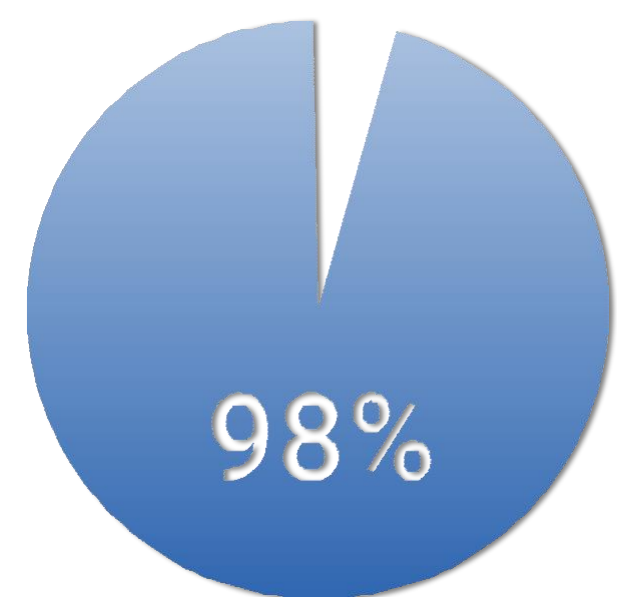
## PERFORMANCE METRICS



SEARCH COMPLETION  
PERCENTAGE



AVERAGE DAYS-TO-  
PLACEMENT



PLACED CANDIDATE  
RETENTION & GROWTH

# ABOUT US

## Overview

Operating as the retained executive search arm of Delta Diversified, Inc. (Est. 1979), Delta Partners is a privately-held, premier-quality search firm that is committed to Performance, Quality & Excellence.

Partnering with some of the most prestigious companies in the world, we commit to exceeding the expectations of our clients, which include Fortune 1000, NASDAQ, private equity & venture-capital firms and their portfolio companies.

Our search consultants pioneered the use of hard data, HCI & business analytics in the executive search industry. Using our proven Accu-Search™ Turnkey Process, we effectively blend The Art of Attraction & The Science of Search, so our clients receive world-class candidates, industry-best service, competitive intelligence, transparency and contextual analysis. Through over 500 successful executive placements, our search consultants have the proven ability to eliminate bias, enabling our clients to better understand the evolving talent marketplace. We strive to create maximum value with minimum risk in every client engagement.

Simply put. Consistency and results matter... That's what we base our reputation on and that's what you'll get when you engage us for your future executive level searches.

# OVER 500

## EXECUTIVE PLACEMENTS COMPLETED



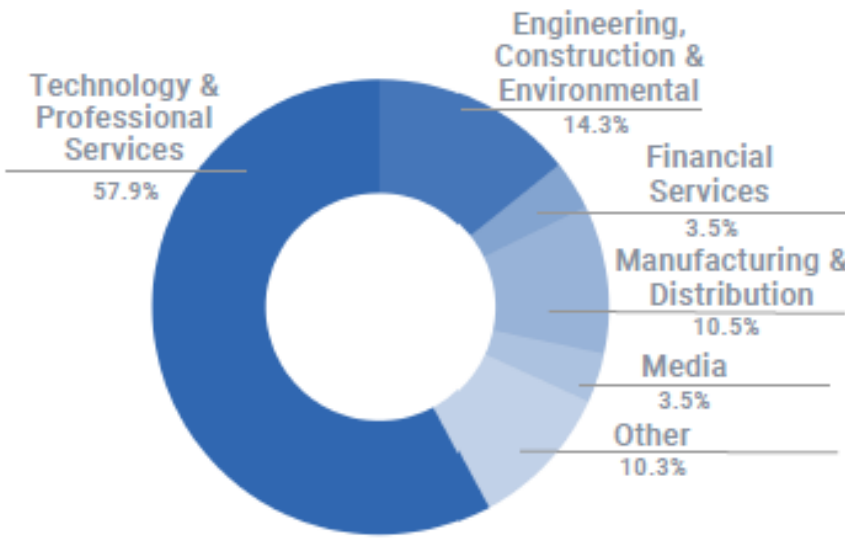
# PLACEMENT STATS

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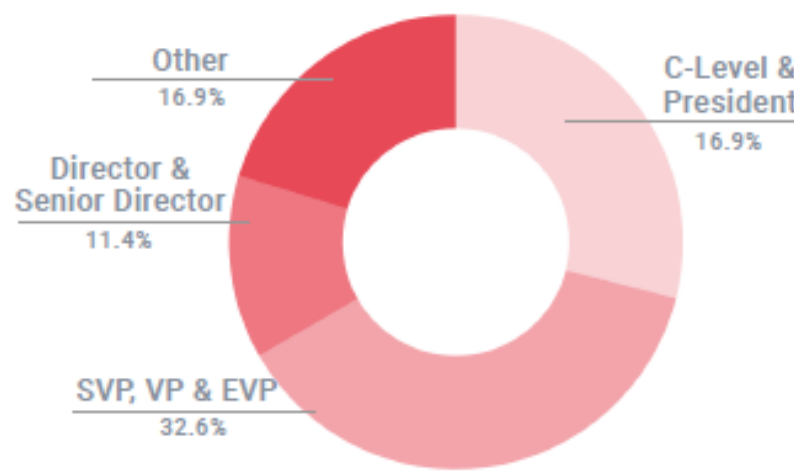
# PLACEMENT STATS

At Delta Partners we offer placement engagements that are led by vertical market experts. Our consultants provide both broad and deep industry experience, as well as a proven track record of placing top-performing senior-level candidates. The following charts provide a breakdown of our marketplace expertise, which includes **over 500** completed executive placements.

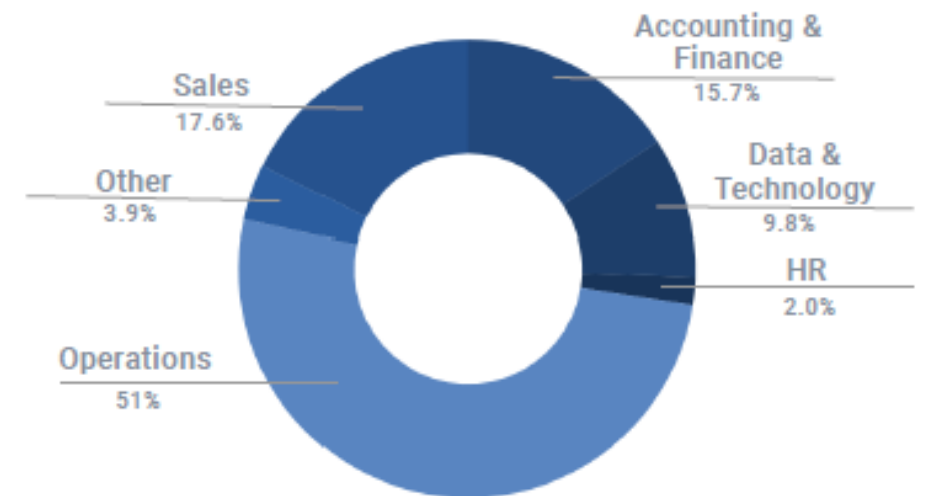
## INDUSTRIES



## LEADERSHIP LEVELS

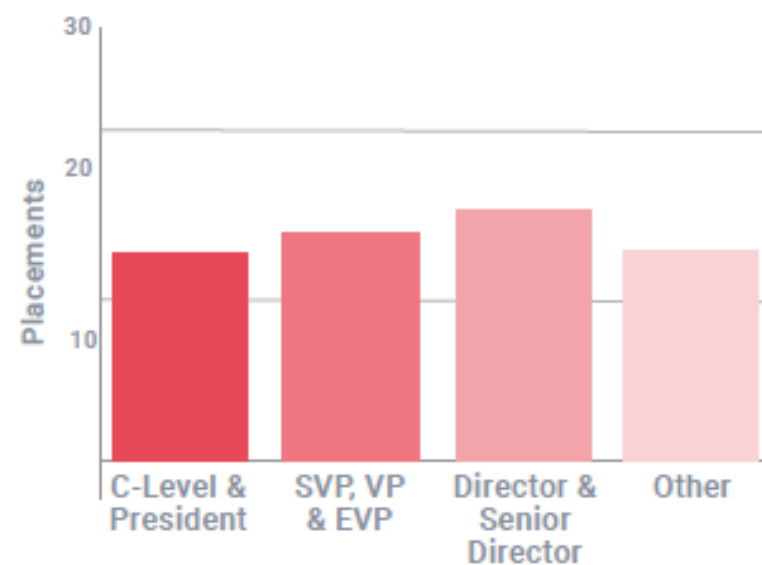


## FUNCTIONS

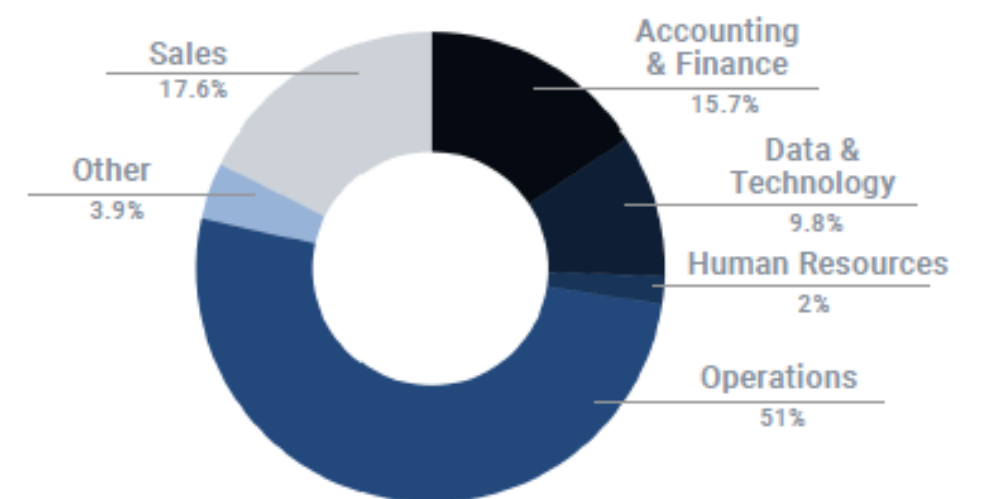


## SPECIALTY PRACTICE

### INDUSTRIAL, MANUFACTURING & DISTRIBUTION



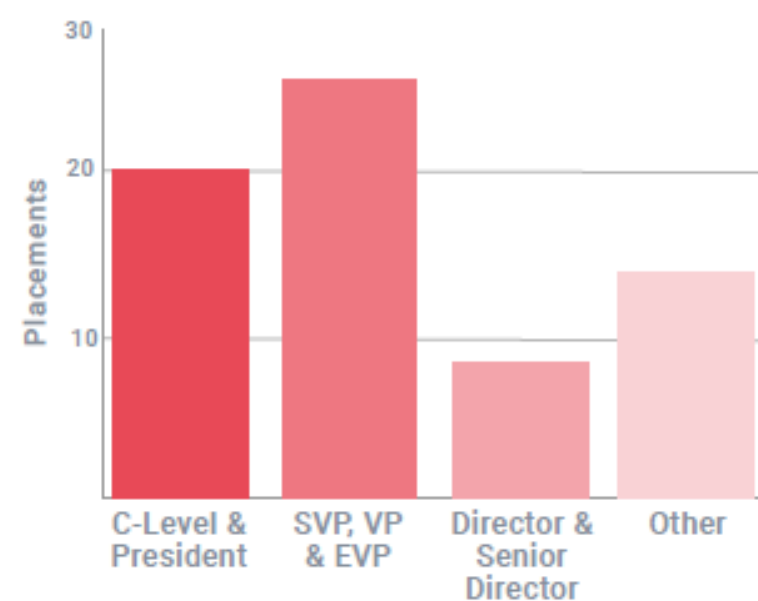
BY LEADERSHIP LEVEL



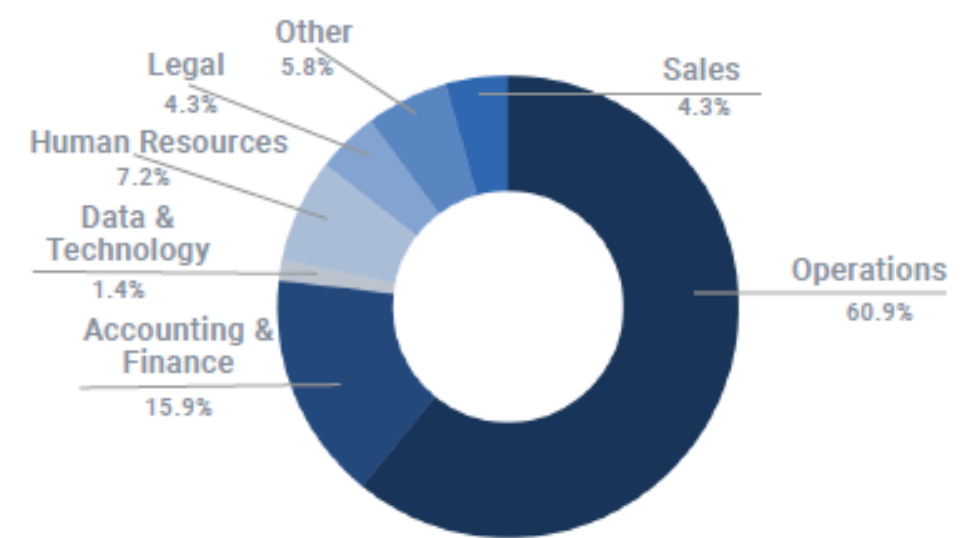
BY FUNCTION

## SPECIALTY PRACTICE

### ENGINEERING, CONSTRUCTION, POWER & ENVIRONMENTAL SERVICES



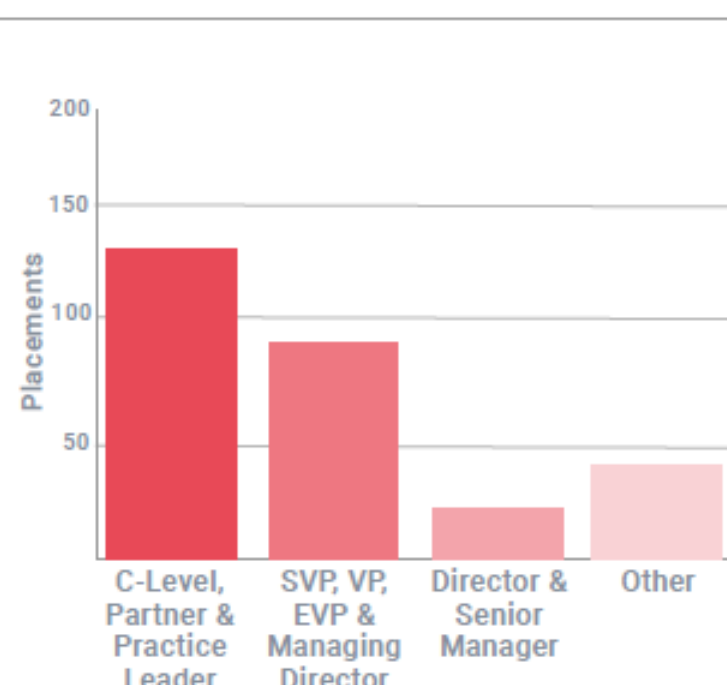
BY LEADERSHIP LEVEL



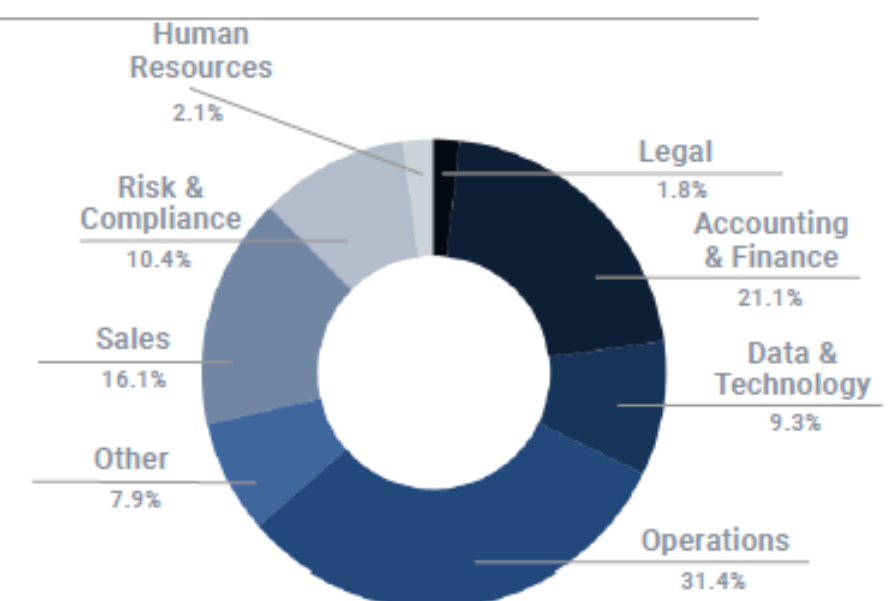
BY FUNCTION

## SPECIALTY PRACTICE

### TECHNOLOGY & PROFESSIONAL SERVICES



BY LEADERSHIP LEVEL



BY FUNCTION

# ACCU-SEARCH™ TURNKEY PROCESS

# ACCU-SEARCH™ TURNKEY PROCESS

## PRE-ENGAGEMENT RESEARCH & PREPARATION

A key differentiator in our historic placement success has been our pre-engagement research and preparation. In partnership with our client's search selection team, we bring deep industry intelligence to the table prior to our formal engagement on any search effort.

### PREPARATION

Since we understand the importance our clients place on speed-to-market, our objective is to begin the search prior to our formal engagement and refine the approach with their partnership and insights.

This critical step has enabled Delta Partners to achieve an Average Days-to-Placement of 97 days.

### RESEARCH

Research includes: comparable historical success lists, examples of Primary and Alternative Source Environments, Benchmark Candidate Profiles, competitive company organizational charts and candidate assessment matrices.

## POST ENGAGEMENT

The detailed search process below illustrates the controls Delta Partners has established that address each specific search issue. When every member of the search team dedicates themselves to ensuring each milestone is met on time and at quality standards, we can guarantee our client's search experience will meet and exceed expectations.

### 48 HOUR TOLLGATE

Develop a detailed search strategy that determines:

- Internal teams
- Geographics
- Titles, candidate description
- Source environment
- Qualifying questions

Delta Partners searches have an average days to placement of 97 days.

### 7-DAY TOLLGATE

The following items have been executed after 7 days:

- Search initiation meeting
- Detailed position description
- Review research environment
- Recruiting strategy

Over 91% of our clients were satisfied with our sense of urgency during the search process.

### 14-DAY TOLLGATE

After 14 days we will have:

- 2 potential benchmark candidates
- Spoken with 20 prospects and sources
- Full search team review meeting
- POV on backgrounds reviewed

92% of our clients believe Delta Partners understood their company and the specific position, i.e. that we truly "got" the role & industry.

### 40-DAY TOLLGATE

Upon the 40-day mark, we will have:

- Presented 3 candidates
- Interviewed 5 prospects
- Spoken with 50% of targeted prospects and sources

Over 88% of our clients believe Delta Partners accurately assessed benchmark candidates.

### 40-DAY AUDIT

Unbiased feedback allows the search team to rectify any potential problems immediately.

If problems are not identified and addressed within the first 40 days, the probability of success decreases.

### ONE HIRABLE CANDIDATE

- Immediate conference call with client
- 10 new source companies
- 20 newly identified prospects

### 75-DAY TOLLGATE

The 75-day tollgate brings the following:

- 2 hirable candidates
- 2 backup candidates
- Conferred with 89% of targeted search

### NO HIRABLE CANDIDATES

- Immediate course correction strategy session with client
- New research strategy
- Revised research completed
- 40 newly identified sources and prospects

### SUCCESSFUL PLACEMENT

### FEEDBACK & LEARNING LOOP

CANDIDATE	CLIENT
Contact placed candidate at 3 & 6 months; coach through on-boarding process.	Contact client at 3 months; review candidate progress & improvement to process.



**ACCU-SEARCH<sup>TM</sup>**  
**TURNKEY PROCESS**  
**DRIVES PERFORMANCE**

# ACCU-SEARCH™

## TURNKEY PROCESS

After 30 years of executing hundreds of successful executive searches, we can say with confidence that Delta Partners knows how to expeditiously identify your next top performer.

In developing our approach, we conducted three years worth of intensive client surveys and then measured and analyzed over 500 specific searches. During this time, we identified the common needs, desires and timeframes of clients seeking exceptional leaders, and then developed an approach that provided actionable solutions. The detailed search process below illustrates the controls we have established that addresses each specific issue.

With a commitment to completing every search within 100 days, we have established four critical milestones at 48 hours, 14 days, 40 days and 75 days that enable us to gauge and revise search status as necessary.

When followed to the letter, our time-tested approach virtually guarantees that Delta Partners will successfully identify and place an ideal candidate for you in 100 days or under.

### Accu-Search™ Turnkey Process:

#### Milestone #1

After 48 Hours, we will develop a search strategy that includes identification of:

- Internal team
- Geographic reach
- Title and candidate description
- Top 20 source companies
- Qualifying questions
- Cross company collaboration

#### Milestone #2

After 7 Days, we will hold a search initiation meeting where we will present:

- Overarching search strategy
- Detailed position description
- Research strategy
- Recruiting strategy
- Review research environment
- Clients receive immediate competitive analysis and market assessment.

#### Milestone #3

After 14 Days, we will hold a meeting to receive a strategy “green light” and present status on:

- Exhaustive industry research
- POV on backgrounds reviewed to date
- Have identified 2 benchmark candidates
- Spoken with at least 20 prospects

## 48 HOURS

Delta Partners delivers specific strategies and source environments within 48 hours.

## 50% OF SEARCHES COMPLETE

Delta Partners' explosive start allows us to complete almost half of our searches in less than 100 days.

# ACCU-SEARCH™

## TURNKEY PROCESS

### Milestone #4

After 40 Days, we have conferred with at least 50% of the targeted research base and:

- Interviewed at least 5 prospects
- Presented at least 3 candidates
- Adjusted approach as needed
- **Conducted the 40-Day Audit**
  - Unbiased feedback gathered by an independent partner allows the search team to immediately rectify any potential problems before they become major issues.
  - If problems are not identified and addressed within the first 40 days, the probability of success decreases.

### Milestone #5

After 75 Days, we have:

- Conferred with 80% of the targeted research base — sources and prospects
- Presented two eminently hireable candidates
- Secured two alternative hireable candidates
- Mutually assessed the project — if less than excellent:
  - Immediate course-correction strategy session
  - New research approach agreed to
  - Revised research completed
  - 40 new sources and prospects identified

### Milestone #6

After 100 Days, we have:

- Identified your company's next top performer
- Distributed the post-search Client Quality Satisfaction Survey

After 30 years as an executive search leader, we hope you agree that Delta Partners has earned the right to be —Your Executive Search Partner: Committed to Performance, Quality & Results.

# 80%

Over 80% of our clients believe Delta Partners finished their project within an acceptable timeframe.

# 90%

90% of our clients believe Delta Partners produced immediate strategic & consultative value.

# 88%

Over 85% of our clients believe that Delta Partners accurately assessed benchmark candidates.

# 360° REVIEW PROCESS

# 360° REVIEW PROCESS

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The best way to ensure client satisfaction is by repeatedly querying your perceptions of our performance. Over the last 30 years, we have discovered that the more we communicate, the greater our chances of overwhelming you with performance, quality and results.

Furthermore, we have two proprietary assessment tools that provide the opportunity to judge our performance in its entirety, share insights and, when appropriate, offer criticism or praise.

They include:

## **The 40-Day Audit™**

This comprehensive assessment tool provides a formal feedback mechanism and ensures that search milestones are met according to plan.

Administered by an independent Partner not associated with the specific search, the 40 Day Audit provides an opportunity to review our progress at that milestone.

During this process, we customarily receive confirmation that we are successfully fulfilling against our strategic plan. On occasion, we also receive suggestions on how to redirect the search strategy including adjusting resources or changing the target candidate profile.

Naturally, there is virtually daily communication during the early stages of a search. The 40 Day Audit™ simply provides a formal opportunity to thoughtfully assess and agree how to make the search process as efficient as possible.

## **The Client Quality Satisfaction Survey™**

This post-search exercise offers the chance to reflect and comment on each facet of a recently completed search. It is extremely detailed and designed to provide maximum insights —and therefore reveal opportunities— for our continuous improvement.

Delta Partners consultants take the Survey extremely seriously.

In fact, Survey findings are ranked, reviewed and posted internally, as well as considered regarding promotion and compensation. This confidential survey once again illustrates our commitment to striving to exceed the expectation of existing and future clients.

Both assessment tools are checks and balances that ensure your search is completed 100 percent to your satisfaction.

# LEADERSHIP

# LEADERSHIP

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## About Leadership

Leadership is widely written about, taught, diagnosed, and re-examined. It is the elusive nature of leadership that captures our attention. It is elusive because the effectiveness of leadership attributes are highly situational, and because tangible leadership attributes are confused with style, the manner of applying leadership principles. Why could Lee Iacocca fail at Ford, and then succeed at Chrysler? What does a gregarious and infectious leader have in common with an introspective and thoughtful one? Can they lead the same organizations?

We can approach our knowledge of leadership like an asymptote — we can do well, but we'll never finish getting there. Practical experience always outdistances theory, and a mountain of man-years in the executive search field has built a powerful knowledge base about leadership, watching and participating in the success and failure of clients and candidates as leaders. From that experience comes the conviction that leaders can draw on eight core attributes. These apply whether the role in question is a CEO, Chairman of the School Committee, or a company department head. They are not to be confused with experience and knowledge, nor should they be confused with personality and style traits. They are the leadership tool box, and they are characteristics of leaders that can be assessed through careful questions and the study of past behaviors and outcomes.

## Core Leadership Attributes

### Self-Esteem

The foundation of all leadership, the source of confidence, courage and advocating

### Authenticity

Transparent and genuine motivation, directness, action without fear of consequences

### Self-Understanding

Grasps personal strengths and weaknesses, effects on others, how others perceive him/her, ways to complement self

### Aspiration

A constant drive and curiosity to be better

### Psychological Ruggedness

Immune to obstacles/distractions, decisive, resilient in adversity

### Focus

Sets priorities, remembers priorities, follows through on priorities

### Adaptable

Open to ideas, a learner, wants feedback, healthy lack of respect for convention

### Empathy

Relates to other people, can listen from the perspective of others, can use empathy to channel activity and create emotional commitment to results.

# SUCCESS STORIES



# SUCCESS STORIES

PLACED HIGH-PERFORMING  
EXECUTIVES THAT  
INCREASED STOCK VALUE BY  
ALMOST 4X



When two of the most well-respected global executive search firms failed to get the job done, we delivered the CEO successor in fewer than 100 days, with a diversity candidate (Carlos Cardoso). After completing that first critical placement, we followed by placing the CFO (Cathy Smith), CTO, President (Europe) and the Director of Corporate Communications. With Mr. Cardoso's leadership, the enterprise value of Kennametal grew from \$14/share to over \$52/share.

As a result of our impactful work, many of the executives have moved on to new challenges and taken on more significant responsibilities. For example, Cathy Smith is now the CFO of Target, one of the world's largest retailers. These individuals continue to flourish and impact other global organizations.

BUILT MARKET-LEADING ADVISORY  
SERVICES BUSINESS  
OVER 100 PLACEMENTS  
OVER 10 YEARS



Adam Kohn (Delta Partners, Managing Partner) and KPMG formed a strategic partnership in the Summer of 2005 that has lasted for over 10 years and has resulted in successful collaboration on over 70 placements within the firm. This partnership included preferential candidate access, off-limits provisions to current employees within KPMG, a very favorable pricing model, and introduced best practices to inspire rapid successful project execution.

During the tenure of this agreement, Adam was able to develop an innate sense of the intangible qualities candidates must possess to fit the culture, eliminating false positives and increasing mutual efficiencies. He also became uniquely familiar with KPMG hiring procedures and was able to save time by anticipating each step in the process.

The Delta Partners team of search consultants and support resources have total clarity on the skills and knowledge required to consistently exceed our client's expectations.

AUGMENTED ENTIRE  
EXECUTIVE TEAM  
OVER 30 PLACEMENTS  
WITHIN 10 YEARS



After augmenting the entire executive team, with 37 executive placements, the Shaw Group (now operating as McDermott) grew from a value of \$500 Million to \$5 Billion. Being tasked by the Chairman and CEO to recruit a COO succession candidate, our work helped to prepare the Shaw Group to be acquired by CB&I.

# PRACTICE AREAS

# PRACTICE AREAS

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## BY INDUSTRY

### **Industrial, Manufacturing and Distribution**

We secure visionary executive talent wherever in the world change needs leadership. We're global experts who fully grasp the dynamics of this marketplace. We connect major global corporations, private equity firms and their portfolio companies with exceptional access to elite C-suite, senior executive and Board professionals.

### **Engineering, Construction & Environmental**

The engineering and construction industry plays an integral role in building the future of the modern world amidst a number of potential obstacles such as material price volatility, talent shortages, and the rapid pace of technological change. Our seasoned team of search consultants understands the competitive dynamics of this industry, and we have demonstrated our ability to place high-caliber engineering and construction executives who are shaping the future of our build environment.

### **Professional Services**

We're the industry leader because our clients know they're getting more than extraordinary search results - they're getting a partner who solves problems. We are the experts in this space and clients return to us repeatedly to ensure their critical business objectives are in the best possible hands. Our clients also count on us for strategic advice on topics ranging from competitive intelligence to best practices and advice on M&A activity.

### **Technology, Data & IoT**

A dynamic evolving disruptive market requires resourceful innovative growth drivers - the world's best executive leadership. We quickly and seamlessly engage our firms full resources for the most complex search, benchmarking and assessment assignments. Our technology, data and IoT consultants bring deep, broad expertise and fresh energy to building world-class leadership teams for today's most innovative companies.

### **Private-Equity/Venture-Capital**

Portfolio companies or investment professionals - we build teams that accelerate value creation. We deliver the right talent with the requisite speed and flexibility this market demands. Our reach breadth of industry expertise and ability to rapidly collaborate enable us to build winning portfolio company leadership teams and proven investment teams.

# PRACTICE AREAS

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## BY FUNCTION

### CEO and President

Our unique structure, approach and methodologies are designed to deliver the most exceptional talent at the very top of the organization - and to keep it coming. Delta Partners excels at securing the global chief executives and directors with outstanding strategic vision, proven leadership skills, deep financial acumen and a profound commitment to talent development.

### CFO/Financial Leadership

Deeper relationships, singular focus, greater access - and we work harder for our clients than anyone in the business. Our deep and rich global financial experience has allowed us to build an exceptionally strong track record (100% placement rate) for successful CFO and other critical financial function searches - across industry sectors for public, private equity and venture capital firms, as well as private and family owned companies.

### CIO/Technology Operations

Fortune 20 corporations to Fortune 1000-sized, privately-held companies see us as a Center of Excellence for securing elite CIO candidates. Our functional focus is more concentrated; our consultants are more than knowledgeable. We are hands-on partners who concentrate on execution - specialized professionals who know the market intimately and are devoted to customized CIO/CTO functional searches.

### CMO/Marketing Leadership

Top-performing companies around the globe recognize that today - more than ever - the highest caliber marketing leadership is essential to driving growth and business success. And these executives must be able to succeed in marketing roles that have been greatly redefined. CMO and senior marketing roles now encompass business models, tools and influence never imagined a few years ago, and these leaders direct even larger budgets.

### Digital

As digital transforms, we build strong relationships with the executives who are transforming digital - in every sector, around the globe. We specialize in finding candidates with the rare combination of thought leadership, operational maturity and product innovation. Drawing on our deep relationships with this next generation of digital leaders, we excel at securing the exceptional talent required to lead digital transformation for clients across all industries.

### CHRO/Human Resources

Corporate transformation requires Human Resources to be a strategic partner. We put the right CHRO at the table. We help organizations gain significant competitive advantage by adding elite CHROs and senior HR leaders who can drive meaningful talent and cultural agendas to their leadership teams, and be true partners to their Board of Directors.

# PRACTICE AREAS

## **Inclusion**

To fill a diversity need - or simply to ensure the best possible candidate - we help clients' executive leadership mirror the world in which we live. We have built long-standing, deep relationships with the most qualified candidates across all industries and regions of the world. We excel at helping companies build diverse, world-class leadership teams populated with exceptional professionals from limited talent pools who offer differentiated experiences, functional expertise and visions.

# ASSIGNMENTS

## TOP BOARD SEARCHES

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# ASSIGNMENTS

## TOP BOARD SEARCHES

**Hartford Financial**  
Board Member

**Borland Software**  
Board Member

**Reynolds & Reynolds**  
Board Member

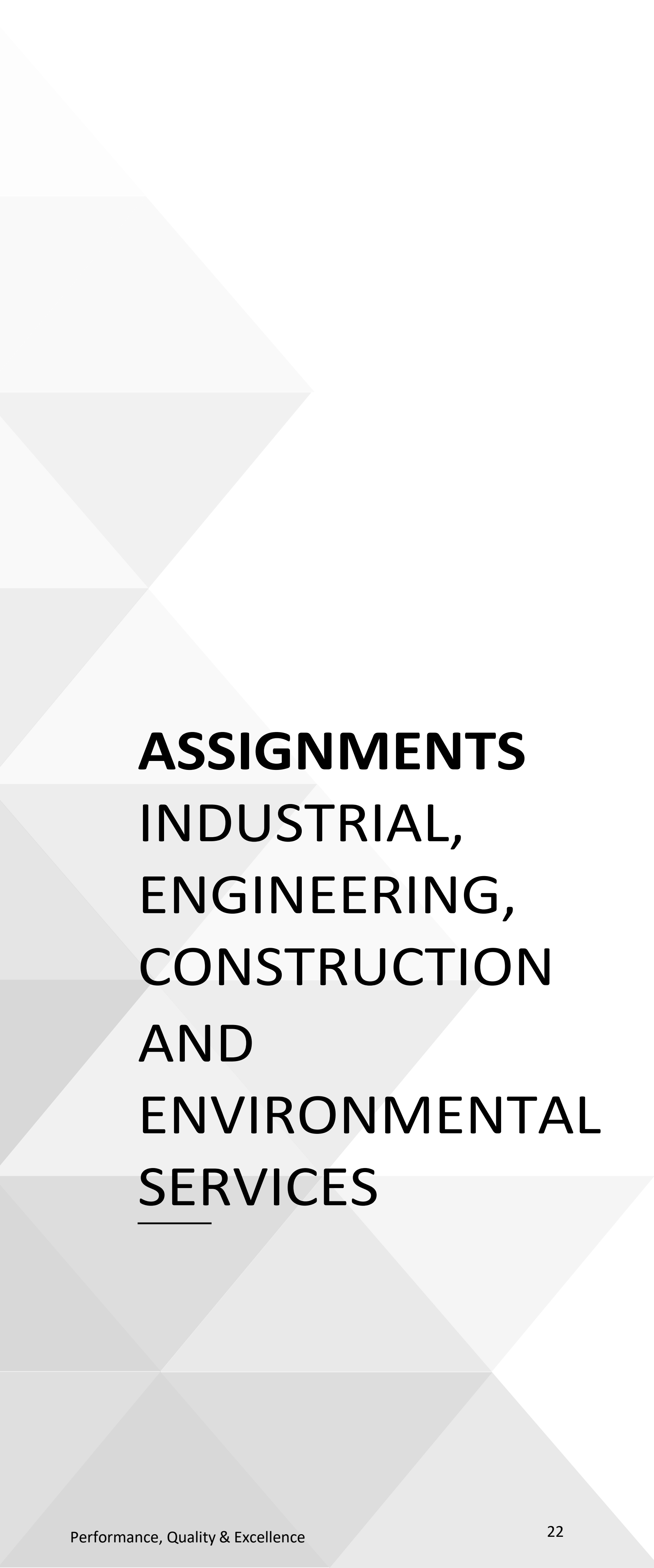
**American Home Improvement**  
Board Member

**GTCR**  
Board Member - Utilities Services

**Autonomy Inc.**  
Board Member

**Amherst**  
Board Member

**Waterlink/Summit Environmental**  
Board Member



**ASSIGNMENTS  
INDUSTRIAL,  
ENGINEERING,  
CONSTRUCTION  
AND  
ENVIRONMENTAL  
SERVICES**



# ASSIGNMENTS

## ENGINEERING, CONSTRUCTION, POWER AND ENVIRONMENTAL SERVICES

### **ABM Industries Incorporated**

SVP, Corporate Controller and Chief  
Accounting Officer

### **ABS Group of Companies, Inc.**

Vice President, Strategic Development

### **Adolfson & Peterson**

Chief Executive Officer

### **ADS Corporation**

Executive Vice President  
Chief Operating Officer/Senior Vice  
President, Operations

### **AEA Technology Group**

Chief Financial Officer

### **AECOM**

Senior Vice President, Design  
Vice President, Coastal Restoration  
Vice President of Transportation  
Market Sector Lead West Coast Ops

### **AeroVironment, Inc.**

VP/GM

### **Akela (DC Capital Partners)**

Chief Executive Officer

### **Areva (PARENT)**

M&A Strategy Professional (2)  
VP Marketing, TD  
VP Strategy & Marketing  
VP, Finance Systems TD  
Charge d'Affaires M&A  
Director, M&A  
Charge d'Affaires Strategy  
Strategy Director  
M&A Professional  
Strategy Manager

### **Atlantic Scaffolding Company**

Chief Operating Officer

### **Berkshire Hathaway, Inc.**

General Manager

### **Bernhard Capital Partners**

CEO, Government Services  
CEO, Environmental Services

### **Brown & Caldwell**

VP Denver Operations Construction Manager

### **Carter & Burgess, Inc.**

President, Waste & Water Business

### **Clayton Environmental Consultants, Inc.**

Director of Environmental Management  
and Remediation

### **Clayton Group Services**

Director of Management Consulting

### **DC Capital Partners**

CEO, Akela

### **EA Engineering Science & Technology, Inc.**

President & COO  
Vice President, Solutions  
Vice President, Human Resources  
Senior Program Manager  
Federal Program Manager

### **Earth Tech, Inc.**

Vice President, Remediation Group  
Leader  
Vice President, Washington  
Operations  
Manager, Milwaukee Office  
DOE Manager/Deputy Of Manager

# ASSIGNMENTS

## ENGINEERING, CONSTRUCTION, POWER AND ENVIRONMENTAL SERVICES

### **Eckenfelder, Inc.**

VP/Dir Air Quality Systems

### **Emcon**

Chief Executive Officer

Vice President, Environmental Operations

### **Environmental Resources Management**

Human Resources Director, North  
America

Managing Partner, Rocky Mountain  
Business Unit

Chief Executive Officer, USA

### **ESG Operations, LLC (Bernhard Capital Partners)**

Chief Executive Officer

### **Florida Power & Light Company**

General Manager, Reliability  
Engineering

Director, Mass Market Planning

Director, Customer Service Centers

Director, Fleet Services

### **GEI Consultants**

Senior Practice Leader, Water

### **Geo-Con, Inc.**

Department Manager - Construction

### **GZA GeoEnvironmental, Inc.**

Chief Executive Officer

### **Halliburton Company**

Head of Human Resources - Europe &  
West Africa

Director of Technology, Brazil

### **Handex Environmental Recovery, Inc.**

Reg Director

### **Harding Lawson Associates**

VP Denver Operations

Construction Manager

### **ICF International, Inc.**

Senior Vice President, Business Dev.

Vice President, Business Dev.

Vice President, West Region

Sr VP, Electric Utility Business Unit

SVP, West Region

### **KPMG LLP (US)**

Partner/MD, Real Estate & Construction

Partner & Leader, N. Ca., Trans. Serv.

Director, Forensic Construction

### **McLaren Hart**

Principal Environmental Scientist

### **Metcalf & Eddy, Inc.**

**(Acquired by AECOM)**

Regional Director, New England

Vice President, Central Region

Regional Director, Central Region

Regional Manager, Air Poll Cnslt East

VP, Eastern Region

Reg'l Dir Water/Wastewater - Central

VP Ens Svs, Pacific Region

VP Env Svs, Western Region

Vice President, Human Resources

Director, Environmental Services

Director of Operations, NYC

Sr. VP Finance, Controls & Admin

Branch Manager, Palo Alto Office

Reg'l Mgr., Water/ Wastewater - South

Vice President, MIS

### **Michael Baker International**

President, Design-Build Practice

### **MK Corporation**

VP Environ., Eastern

# ASSIGNMENTS

## ENGINEERING, CONSTRUCTION, POWER AND ENVIRONMENTAL SERVICES

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### **Parsons Brinckerhoff**

Global Controller  
Director  
Treasurer

### **RECON Services, L.P.**

Chief Operating Officer

### **Ross Corporation**

Manager, Technology ROSS Incineration  
Service

### **Safeguard Properties, Inc.**

Chief Information Officer Vendor  
Management General Counsel

### **SECOR International, Inc.**

Chief Financial Officer

### **Shaw Environmental & Infrastructure, Inc.**

President, Environmental & Infrastructure  
Senior Vice President, Marketing

### **The Shaw Group, Inc.**

#### **(Acquired by McDermott)**

Chief Executive Officer  
President Environmental & Infrastructure  
Chief Financial Officer E&I  
President, Power Business  
President, Nuclear Business  
President, Process Division  
President, Shaw Stone & Webster Cons  
Group  
Senior Vice President Marketing  
Senior Vice President Human Resources  
Vice President & Chief Financial Officer  
Vice President & Chief Legal Officer  
Vice President & Controller  
Vice President Business Development

### **The Shaw Group (cont)**

Vice President National State & Local  
Vice President, Central/Northeast  
Operations  
Vice President, Engineering Areva MOx  
Services  
Vice President, Engineering Management  
Vice President, Financial Controls &  
Process Improvement  
Vice President, Tax  
VP and Project Manager/President Shaw  
Areva MOx  
VP, Project Director  
West Vice President, Operations  
General Counsel  
Head of Compensation & Benefits  
Head of Project Controls  
Procurement Director, E&I  
Regional Director, Project Controls  
Regional Manager - Pacific Rim  
Operations, E&I

### **T.Y. Lin International**

Chief Operating Officer

### **TRC**

Transportation Practice Leader

### **Tutor Perini Corporation**

Vice President and Chief Accounting  
Officer

### **Tyco International Ltd.**

Director, Environmental Engineering  
International Environmental Manager  
International Environmental Manager –  
London

# ASSIGNMENTS

## ENGINEERING, CONSTRUCTION, POWER AND ENVIRONMENTAL SERVICES

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### **Waste Systems International**

Vice President and Chief Accounting  
Officer

### **Waterlink Inc.**

Chief Executive Officer

### **Wheelabrator Engineered Systems**

Executive VP, Water Process  
North America

### **WorleyParsons Corporation**

Vice President, Nuclear Operations  
Global Head of Project Controls  
Regional Director US – Power  
Customer Sector Group  
Nuclear Business Development  
Position



# UNIQUE ATTRIBUTES

# UNIQUE ATTRIBUTES

What Differentiates Delta Partners?

## **Strategic & Flexible**

Unlike other industry behemoths mired down in bureaucracy and “hands-off” issues, Delta Partners is a flexible firm able to swiftly adapt to the needs of each individual search. Our size allows us maximum access within organizations.

Strategic and deliberate, we utilize a proven methodology, 360° assessment tools, and industry-best technologies that ensure that clients meet the best candidates as expeditiously as possible.

Most of all, we deliver results. Delta Partners has the resources and reputation to access the world’s top performers in a number of leading industries. Furthermore, you will discover, our candidates will both help your company grow and retain core leadership talent.

## **Expert Knowledge Base**

Above everything else, Delta Partners is committed to delivering total client satisfaction.

We make good on this promise by building account teams led by a seasoned search professional with subject matter expertise. He or she will have first-hand knowledge of your industry including direct access to its most desirable talent.

Rich with “bench-strength” your Delta Partners team also includes knowledgeable consultants, many with decades of experience utilizing executive-search industry best practices.

## **Diversity: Commitment to Inclusion**

From our inception, our search strategies have systematically targeted a candidate universe to include parity between race, gender and nationality. This enables our clients to build leadership teams that come from culturally diverse backgrounds. We believe that diversity in the workplace both positively contributes to a company’s “texture” and positively impacts the bottom line.

Translation: inclusion is good business.

Delta Partners views a diverse talent pool as an advantage from both a recruiting and management perspective. Leveraging an extensive network of resources, including professional, trade and educational organizations, Delta Partners casts the widest net possible to surface the top innovators from globally diverse backgrounds.

To ensure our clients are presented with the most qualified candidates, our intensive research process delves deep to identify talent from unexpected sources and candidates who are not necessarily the obvious choices, but perhaps the best.

# UNIQUE ATTRIBUTES

## Data & Business Analytics

With over 30 years as an executive search firm comes over 30 years of leveraging data.

This data includes information regarding placements, candidates, and overall success. We use this data to inform our best practices, as well as where we make overall adjustments to the executive search process.

Big data helps us with the following:

- a. Determine whether to start the search locally or nationally
- b. Manage expectations during the offer phase
- c. Deliver more comparable and insightful metrics
- d. Gauge positive or negative reactions towards a particular search
- e. Achieve optimal client expectations
- f. Refine specific search requirements based upon the effect on the candidate pool

Data is a differentiator at Delta Partners, and our data has been built upon a body of work specialized in an expertise within multiple fields. Our data can make the difference in any search.