



SH-SEARCH, SACV
executive recruitment

Established in 1979, SH SEARCH is a consulting firm specialized in Executive Search. We are dedicated to locate, evaluate and attract executives of the utmost caliber and integrity and whose personal values are compatible with those of our client's needs. We adhere to the highest ethical and professional standards, in order to maintain these basic principles.

Based on our strategic international alliances we are able to successfully develop executive searches worldwide.

Each company and position is different. Our effort is essential to search and locate that candidate which is technically and professionally capable and whose personal attributes match with the required philosophy and managerial style of an organization.

Our firm is headed by the following partners who personally give attention to every search:

SIEGFRIED G. HITZ

Founder of our firm, Executive and Business Consultant, 35 years of experience in Top Management, Organization, Marketing and Personnel Bachelor in Business Administration and ten postgraduate studies (including the AD-2 IPADE Course). Speaks English, Spanish, German, and some French.

ENRIQUE CONCHA

Executive with more than 26 years in senior positions for large pharmaceutical companies in Latin America: Pfizer, Beecham, Abbott and Glaxo-Wellcome. Managerial Director for 18 years, of which the last 8 he was also Director of the Northern Area of Latin America (NOLA). Bilingual English-Spanish.

I SEARCH SCOPE

1. Meeting with the client before an assignment is undertaken, to get information and understanding of the organization, nature of business, environment, management style, position to be filled, qualifications of the individual who can best fill in, client's expectations of the candidate and the budgeted compensation and benefits.
2. Search, identify, recruit and select viable candidates.
3. Candidates presentation and interview coordination with our client.
4. At our client's request, we will aid in the preparation of the compensation package to be offered to the selected candidate.

II EXPERIENCE

The searching process focused to identify the best candidate available under the agreed specifications, normally takes from 30 to 60 days. Even though the client may be informed about all the identified candidates, we limit the number of runner ups to those considered the best, so that the client can make his optimal selection.

We have successfully developed executive searches for a wide variety of industries of diverse sizes, especially for multinational companies (Attachment A).

Experience has shown us that recruiting services are far more effective when a true sense of partnership is developed with the client. We are proud of our lasting relationships as a result of the quality of our services (Attachment B).

All searches are conducted systematically so as to identify all possible potential candidates.

III CONDITIONS: Confidentiality, Exclusivity and Warranty

We manage all searches with absolute confidentiality. The candidate does not know who the client is until the firm authorizes to release this information.

Every search is undertaken on an exclusive basis and never on a contingency basis. We gladly evaluate and incorporate into the search process any candidate suggested by our client.

If for any reason the employment of the person hired is terminated within a year from the date of the candidate's hiring, we will gladly repeat our service until a new person is hired. Additional charges will only be done over the portion of the new person's compensation which exceeds that of the individual originally hired.

IV FEES

Our fee is equal to 30% of the total first year's cash compensation, as agreed with the person hired, and is covered as the service advances:

- a. Initial Payment. Equal to 10% of the budgeted yearly compensation, upon agreement of our Professional Services.
- b. Second Payment. Another 10% when résumés of viable candidates are presented and our client accepts the interviewing process to begin.
- c. Final Payment. Once a candidate is hired and actual compensation established.
- d. The client is only responsible for traveling representation expenses, as well as for any other additional charges previously authorized by him.

V PROFESSIONAL CONDUCT PRINCIPLES

QUALITY

The strict principles of business conduct together with professionalism result in excellence in service and reflect the integrity in the performance of a search firm.

The high quality of our personalized service must be equal for all searches undertaken. We accept assignments under uniform conditions in order that all our clients receive the same treatment.

Our service is rendered on an exclusive basis and under a guarantee basis of our fees. We ensure in this manner, the quality of our work, inasmuch as we commit ourselves to an exhaustive and efficient search, as well as to objectively evaluate potential candidates.

A candidate is presented exclusively to one company at a time. Only after he has been released from the hiring process, we may present him to other organization.

FIDELITY AND GUARANTEE

We guarantee our service, as we share the results with the company that distinguishes us with its confidence.

Our main compromise is with our client. Due to respect and loyalty to him, we only offer excellence in our service. When we are involved advising on the compensation package for an executive selected, it is with the only objective of benefiting the company with a fruitful and lasting work relationship.

CONFIDENTIALITY

Information over the client and candidates is absolutely confidential and is handled with utmost discretion. We release information to candidates only when and what the client wants to disclose.

UNTOUCHABILITY

We never consider an executive working for any of our current clients as a candidate for an active search. A company is strictly considered by us as a current client, since the date it gives us an assignment, until the guarantee of the search expires.

During the 12 months following the guarantee termination and although our compromise of untouchability has already expired, we prefer to utilize other recruitment sources.

Therefore, a period of 24 months actually elapses. However, we even tend to extend this period longer, if the client shows the intention to continue hiring our service for future searches.

We never consider an executive recruited by us and who is still working with our client, as a viable candidate for another search even though the company will not request our services again.

FEES

Our interest is identified with that of our client. For this reason, we only charge our fees as the search process advances.

Our fees must be competitive. We refuse discounts, so as to never risk the high quality of our service.

ATTACHMENT A

EXPERIENCE

A. INDUSTRIAL FIELDS

- ANIMAL HEALTH
- BANKING AND FINANCIAL SERVICES
- CHEMICALS, AGROCHEMICALS
- CLEANING AND MAINTENANCE PRODUCTS
- EDUCATION
- ELECTRONICS
- FOOD AND CONFECTIONERY PRODUCTS
- GRAPHIC ARTS
- HOSPITALS AND HOSPITAL EQUIPMENT
- HOUSEHOLD CONSUMER PRODUCTS
- MACHINE TOOLS
- MINING AND CONSTRUCTION EQUIPMENT
- OFFICE SUPPLIES
- PETROCHEMICALS
- PHARMACEUTICALS, DIAGNOSTICS, VETERINARY
- SPORTS ITEMS
- TEXTILES
- TOILETRIES AND COSMETICS

B. POSITIONS

- GENERAL MANAGERS OR DIRECTORS
- VICEPRESIDENTS OR DIRECTORS OF:
 - ADMINISTRATION/FINANCE
 - COMMERCIAL, MARKETING AND SALES
 - HUMAN RESOURCES
 - OPERATIONS AND PLANT
- TREASURERS AND COMPTROLLERS
- MANAGERS:
 - DIVISIONAL
 - LEGAL AND COUNSELOR
 - MANUFACTURING/MATERIALS
 - QUALITY CONTROL/ASSURANCE
 - SALES, MARKETING OR BRAND
 - INFORMATION SYSTEMS
 - AUDIT
 - FINANCE

ATTACHMENT B

PARTIAL LIST OF CLIENTS

- ADC DE MEXICO (TELECOMMUNICATION EQUIPMENT)
- ALLERGAN
- ASOFARMA
- ASTRA ZENECA
- AVENTIS BEHRING
- AVENTIS PHARMA
- BEIRSDORF (BDF)
- BRISTOL MYERS SQUIBB
- GERMAN SCHOOL ALEXANDER VON HUMBOLDT
- COMPUPRICE
- COOPER BUSSMANN (ARROW HART & INDUSTRIAS ROYER)
- DOMINO PRINTING
- DOW CHEMICAL
- EL PALACIO DE HIERRO
- GONZALEZ CORTINA GLENDER Y CIA. (SOFTWARE SYSTEMS)
- GLAXO WELLCOME MEXICO
- GRUPO CEMEX
- INNOVEX (QUINTILES TRANSNATIONAL CORP.)
- IUSACELL (BELL ATLANTIC)
- MALLINCKRODT BAKER (EX-PROCTER & GAMBLE)
- LABORATORIOS KENDRICK
- MERCK MEXICO
- MERCK SHARP & DOHME
- NOVARTIS FARMACEUTICA
- PASTEUR MERIEUX CONNAUGHT
- PFIZER
- PROA (LABORATORIO MEDICO EL CHOPO)
- PRODUCTORA DE COSMETICOS (WELLA)
- PROMECO (BOEHRINGER INGELHEIM)
- QUIMICA KNOLL DE MEXICO (BASF)
- REVLON PROFESIONAL
- SANOFI WINTHROP
- SCHERING PLOUGH
- SMITH & NEPHEW
- SMITHKLINE BEECHAM
- 3M MEXICO