

"We can't afford to wait months and months to fill positions. Banister's consultants already know the kind of people we want on our team so we connect with the right talent quickly."

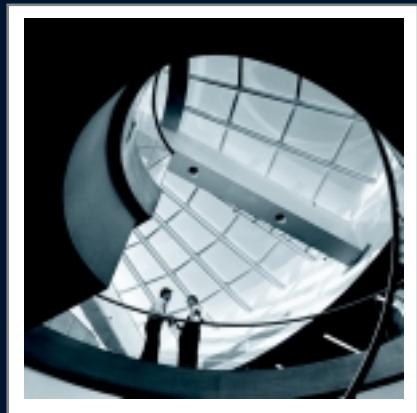
— JOSE DAVILA, GLOBAL HEAD OF HUMAN RESOURCES FOR GODIVA



Philadelphia, Pennsylvania

TEL: 267 256.2300 FAX: 267 330.0333 www.banister.cc

BANISTER INTERNATIONAL



DELIVERING LEADERS FOR
A NEW WORLD OF BUSINESS

REDEFINING EXECUTIVE SEARCH

for a new world of business

Banister International, an executive search and consulting organization, is redefining the executive search process. From our extensive experience in the business, we know what companies need to succeed. In today's world, organizations with the right talent and the right leaders have the advantage over the competition. At Banister, we help our clients gain this competitive edge. We do this with a speed and acumen that set us apart.

While our consultants are seasoned by years of experience, Banister International is not the traditional search firm of yesterday, or even today for that matter. Our success comes only with the success of our clients and candidates. Banister is redefining the executive search process to deliver tomorrow's leaders today.

BANISTER INTERNATIONAL BUILDS POWERFUL
LEADERSHIP TEAMS BY DEVELOPING
LONG-TERM RELATIONSHIPS WITH TOP-TIER TALENT.



The world is changing faster and faster every day. The challenges are formidable, but the opportunities are unlimited. Organizations and employees with the right tools are flourishing, distinguishing themselves from the competition.

At Banister International, we build in-depth relationships with our clients — knowing their strategies, culture and vision. Ultimately, Banister develops a partnership with the company, providing the solutions that ensure success. Our comprehensive array of services includes retained executive search, pipeline talent flow, succession planning, acquisition assessment and executive team building.

Because every client faces unique challenges, we customize these services to address specific needs, whether that means delivering the right talent or presenting an entirely different solution.

"We look for candidates with the potential to move ahead quickly."

We need a search firm that can deliver the best people for our immediate needs, and also help us find the leadership talent that will keep us on top in the future. That's what Banister has been doing for us very successfully."

— PETER CONRAD, SENIOR VICE PRESIDENT OF HUMAN RESOURCES FOR EVEREADY

ENDLESS POSSIBILITIES

TAPPING INTO TALENT

Using a uniquely cultivated search methodology, we create a portfolio of top candidates. Talent is tracked in a wide range of industries. Long-term relationships with these emerging leaders allow us to understand their strengths, potential, and career goals. Banister places candidates in positions that build their careers while delivering the highest caliber leaders to clients.

DELIVERING TALENT

By limiting services to two or three clients per industry, we forge in-depth relationships. These tight bonds help us to anticipate clients' needs, serve as a strategic partner and understand the dynamics of changing markets. By limiting the number of our clients, we can also identify candidates from multiple organizations in a given industry, without violating client trust. In many areas, top leadership is not

industry-specific. Therefore, we present candidates from multiple industries to meet the client's unique needs.

By working with Banister, our clients have guaranteed access to talented candidates from across multiple functions. Our extensive talent pool and large referral network, together with our select client base, allow us to complete searches in about one-third the time of a traditional search. Banister delivers candidates set to succeed in the new position and demonstrate tremendous potential for growth.

Banister International has been developing its unique search methodology for more than a decade. We are serving clients and candidates around the world from our headquarters in Philadelphia, and offices across North America, Europe and Southeast Asia.