



FOOD COMPANY CASE STUDY

StevenDouglas was approached by one of the top poultry companies in the U.S. that supplies a broad range of products and services to national restaurant chains, regional food service distributors, retail grocers and international accounts. The company has more than 7,500 team members operating across multiple states and exceeds \$3 billion in annual revenue.

Partnership

This food company sought out StevenDouglas to help them scale their business because they were looking for a true partner and trusted advisor that had coverage in various regions of the U.S. while being able to give them the time and attention that often comes from boutique firms. They chose StevenDouglas because they wanted to build a long-term relationship with a recruiting firm that was honest and really cared about the future of their business, as well as had the breadth of scope in their industry to fill various positions.

CHALLENGE: The food company did not have the internal infrastructure or consolidated HR to be able to fill so many specialized positions and needed organizational support to effectively bring in top talent. Due to the range of positions that needed to be filled from C-Suite to shift supervisors, the temp firm they were working with was not able to find the specific skills they needed, or had the ability to service various disciplines effectively.

SOLUTION: StevenDouglas was able to visit the corporate headquarters, meet with hiring managers and offer a hands-on approach to understand the specific needs of their business category, as well as to streamline the hiring process for faster onboarding of higher quality candidates. Since StevenDouglas has various specialized experts to service multiple divisions and hiring scenarios, they could work closely with the internal recruiting team to support them in finding the best talent for niche and high-level placements needed at the organization.

Success Stories

StevenDouglas leveraged its 25 offices nationally and its various specialized search teams to place 13 key, permanent and interim positions across Operations, HR and Technology divisions in multiple regions across the U.S. In 2023, StevenDouglas was able to fill critical roles with this client and build a collaborative foundation with internal teams to facilitate future hiring needs.

HR Placements – Search & Interim

- ✓ Completed 8 Searches in 2023
- ✓ Relevant Searches: Sr Director of HR, Permanent & Interim HR Managers and Shift Supervisors in various locations

Technology Placements – Search & Interim

- ✓ Completed 3 technology searches in 2023
- ✓ Covered Operations & Support technology roles
- ✓ Relevant Search: HCM System Administrator

Operational Placements

- ✓ Completed 2 senior-level searches in 2023
- ✓ Relevant Searches: Director of Continuous Improvement & Plant Manager



Global Alternative Investment Firm

StevenDouglas has become a preferred search partner for a leading global alternative investment firm with \$60 billion of equity capital under management, with a focus on the mid cap segment of the market with a family of funds that includes Private Equity, Growth Equity, Real Estate, Direct Lending, Infrastructure, Special Situations Debt and Biohealth companies.

Success Story (Carve-Out)

SITUATION: The firm recently acquired a \$1B business Chemical Manufacturing business out of a larger public company.

CHALLENGE:

Post acquisition/carve-out, the PE firm needed to be able to stand up all new HQ functions because they had a 6 month agreement with the former parent company to use their shared services for Accounting/Finance, IT, HR, Marketing, Legal, etc.

SOLUTION: StevenDouglas put together a cross-functional team of search experts from various practices, to fill key gaps and build out teams where it was needed. We were able to collaborate with the leadership team and quickly get this highly specialized manufacturing business up-and-running across all departments to facilitate a smooth operational transition when the 6 month shared services agreement concluded.

Positions Filled:

- ✓ Chief Human Resources Officer
- ✓ Controller
- ✓ FP&A Director
- ✓ Marketing Communications & Insights Manager
- ✓ Logistics Manager
- ✓ Treasury Manager x2
- ✓ Senior Financial Analyst
- ✓ CRM Specialist (Salesforce)

Broader Partnership

StevenDouglas leveraged its 25 offices nationally and its various specialized search teams to build, scale, and top-grade talent for over 20 successful searches across 7 portfolio companies spanning from C-Suite level to mid-management roles.

Distribution Company

- ✓ Completed 8 Searches in 2023
- ✓ Covered Finance, Accounting, Operations, Marketing, HR and Revenue Cycle
- ✓ Relevant Searches: CHRO, FP&A Director, Logistic Manager, Senior Financial Analyst

Retail & Technology Businesses

- ✓ Completed 10 searches across 4 companies
- ✓ Covered Operations, Finance, Accounting, Human Resources, Marketing and Logistics
- ✓ Relevant Searches: VP of Procurement, VP, of Corporate Communications, Creative Director, Head of Operations, Director of Analytics and Projections, Director of Warehouse Operations, Business Analyst II, Controller

Manufacturing Company

- ✓ Completed 3 searches
- ✓ Covered Supply Chain, Finance & Accounting
- ✓ Relevant Searches: Chief Supply Chain Officer, and Treasury Manager

Private Equity Fund - Level

- ✓ Completed 2 Searches
- ✓ Relevant Searches: Operating Partner and Acquisitions Analyst

CASE STUDY

Private Equity

StevenDouglas has become the preferred Search partner for an operationally focused private equity firm that invests in growth-oriented, lower middle market companies driving strategic and operational value. With nearly \$1bn in AUM, the PE firm had a strong expertise within the healthcare services sector.

Partnership

StevenDouglas and the PE firm aligned a strategic talent acquisition relationship covering their healthcare services sector on a national scale. Entering their 3rd fund, the PE firm made considerable growth investments in various organizations in need of key strategic talent across all levels of their organization.

StevenDouglas' ability to work across the C-Suite down through the lower/mid-management level has created a long-term partnership and firm of choice for most key business needs.

By designating a Project Manager or Client Lead on their larger hiring projects, StevenDouglas was able to maintain consistency in delivery while ensuring that the PE firm has the right team members leading each engagement for the most successful outcomes.

Success Stories

StevenDouglas leveraged its 25 offices nationally and its various specialized search teams to build, scale, and top-grade talent at various portfolio companies.

- **Oral Surgery Company - TX: Utilized 2 divisions of the firm, and 5 different search partners**
 - ✓ Completed 15 Searches from May 21' through Present
 - ✓ Covered Finance, Operations, M&A, Acquisition Integration, HR and Revenue Cycle
 - ✓ Relevant Searches: SVP HR, COO, VP RCM, VP Finance & VP of Integration
- **Ophthalmology Company - NY (multi-state region): Utilized 4 different search partners covering 3 several divisions of the company**
 - ✓ Completed 13 searches since 2020
 - ✓ Covered Operations, Finance, Accounting, Human Resources and Revenue Cycle
 - ✓ Relevant Searches: VP of Finance and VP of Revenue Cycle
- **Concierge Medicine Company - FL & CA: Utilized 2 divisions of the company & 3 search associates**
 - ✓ Completed 5 searches since 2020
 - ✓ Covered Operations, Finance/Accounting and Sales
 - ✓ Relevant Searches: CFO, SVP Sales, and VP Corporate Development
- **Specialty Dental Organization - CO**
 - ✓ Completed 6 Searches
 - ✓ President & COO, CFO, VP HR, VP RCM, VP Business Development, and Director of Data & Analytics
- **Medical Physics Company - MD**
 - ✓ Completed 3 Searches
 - ✓ Relevant Searches: CFO, Director of Finance and VP FP&A

CASE STUDY

Professional & Consulting Services

StevenDouglas has become the expert recruiting advisor to a niche, global PE-backed Professional Services firm that serves the Top 150 of Fortune 500 companies.

We recruited cross-discipline Executive and specialized consultant placements for both the professional services firm, as well as a key ESG firm they acquired.

StevenDouglas' had a prior relationship with the ESG consulting firm placing C-Suite leaders and senior roles for a services build-out that supported the later acquisition by the global Professional Services firm.

Partnership

StevenDouglas worked closely as an expert hiring advisor through a high-growth phase of the boutique ESG firm, successfully placing both leadership and specialist roles that ultimately gave the ESG firm additional visibility, making them an attractive acquisition target. StevenDouglas was also later utilized by the global Professional Services firm who made the acquisition and then used StevenDouglas for similar, specialized placements of highly sought-after senior Consultant roles, including Head of, VP and Director placements, becoming an integral hiring partner to both firms.

CHALLENGE: The initial challenge with the boutique ESG firm was positioning them to scale effectively during a high-growth phase, providing them with market insights and hiring trends needed to find qualified candidates. The ESG firm had no dedicated internal recruiting or HR department and needed a firm to provide expert guidance to get them through the process. StevenDouglas was able to develop and execute an external hiring go-to market strategy that built out their entire organizational chart, as well as normalizing market hiring standards and best practices to attract premier talent.

Once the boutique ESG Consulting firm was acquired by the global Professional Services firm, StevenDouglas was able to step-in again to support transitional needs in a niche PE-backed scenario with complex compensation structures and advised on top-grading the organization with high-impact results for both firms.

SOLUTION: StevenDouglas used their professional services recruiting experts to go above and beyond to support small-to-mid size high-growth companies with hiring tools and resources that did not exist internally, ultimately providing the knowledge and support that helped acquire the top talent these consulting firms needed to grow and function in a global marketplace.

By bringing the framework and industry expertise to understand the candidate market and the specific talent skills they needed to grow their organizations, StevenDouglas was able to guide and support both firms, in very different positions, to grow their market share as well as fill hiring gaps that created successful outcomes for both consulting firms involved.

Successful Outcomes

Since 2022, StevenDouglas has placed over 10 critical roles within both ESG Consulting firms, including Executive, Director, VP and specialist placements across multiple divisions.

StevenDouglas has continued to grow their relationship with the ESG Consulting firms by supporting growth and efficiency at both companies and making key placements in Corporate Governance, Executive Compensation, Proxy Advisor and filling additional senior consulting roles to help build-out their business.

ESG Executive Professional Services & Consulting Firm Placements

- ✓ Completed 10 Executive Searches including VP, Head of & Senior level placements
- ✓ Relevant ESG Searches: Director of Corporate Governance & Executive Compensation Consulting & Head of US Corporate Governance
- ✓ Multiple Consulting roles placed in both organizations, including: Chief Development Officer, VP, Managing Director of Consulting & Director, Consulting

Life Sciences & BioPharma

Our Life Sciences experts partner with our clients to help them navigate this competitive landscape to build their leadership and middle management teams through our search division and augment their teams by offering interim resources to take on challenges and opportunities as they arise. The combination of these two practices together makes us a unique human capital partner to leading companies across the industry.

Partnership

StevenDouglas has become the preferred strategic talent acquisition partner for our operationally focused clinical stage biotechnology client on a national scale.

Our client has raised hundreds of millions of venture capital dollars and StevenDouglas' ability to work from the Director to Senior Vice President level has created a long-term partnership based on successful outcomes.

They are a clinical-stage biotechnology company creating tumor targeting therapies and first in class, high impact medicines with long lasting efficacy to treat cancer.

StevenDouglas was able to provide human capital experts to identify and acquire premier talent for not only leadership positions with this Life Sciences client, but also filling niche gaps that created successful outcomes with key hires across various divisions.



Successful Outcomes

HIRE: Senior Vice President of Chemistry, Manufacturing, & Controls/Technical Operations, & Supply Chain

RESULT: The leadership and execution by our candidate has positioned the client for commercialization of their primary asset.

HIRE: Senior Vice President of Quality Assurance & Compliance

RESULT: Our hire created the Quality department for our client and proactively ensured our client was in regulatory compliance stateside and abroad. The candidate utilized his late stage and commercial experience and expertise to "fast track" our clients primary asset for FDA approval.

HIRE: Senior Director of Clinical Operations

RESULT: The candidate of choice utilized their extensive and global Phase III oncology track record of success as well as strong project and vendor management skills to position our client for commercial success.

HIRE: Head of Drug & Patient Safety + Pharmacovigilance

RESULT: Our candidate established flawless safety reporting in accordance with FDA, EMA, and ICH guidelines and utilized their breadth and depth clinical expertise in oncology to propel our client towards commercialization.

HIRE: Medical Director Clinical Development

RESULT: The candidate made an immediate impact with the ability to spearhead all aspects of clinical development with significant cross-functional experience, leading our client even closer to sustainable success.

CASE STUDY

Mining & Metals

StevenDouglas has become the preferred Search partner for a fully-vertical Canadian-based gold mining company focused on operating, developing, exploring and acquiring gold and copper properties in North America and other markets worldwide. The company operates producing mines and owns expansive mining projects in the USA and Canada.

Partnership

In 2021, this mining company had 94 openings due to hiring bureaucracies, as well as a misunderstanding of needs and conflicting priorities that created “red tape” & delays in hiring key talent on both the corporate and operational sides of the business.

CHALLENGE: After a high turnover at the GM level over a short period of time, a new GM was appointed in 2021 and charged with retooling the hiring process, filling critical roles that had gone unfilled for an extended period of time, and getting 6 key hiring managers in various locations to collaborate on internal efforts.

SOLUTION: The client connected with StevenDouglas due to the expertise and network of our dedicated mining and metals recruiting team, as well as our ability to operate beyond the U.S. with dedicated offices and resources servicing Latin America and Canada specific to their sector. We visited the mine sites for multiple days to engage with the hiring managers, create a more collaborative hiring environment, and become expert advisors for their internal teams with in-depth knowledge in areas such as environmental and niche operational specialties in the mining category.

Success Stories

Currently, StevenDouglas has made 48 placements for this client over a 3-year period from senior level operations, engineering, HR and accounting roles to operational managers and even specialized skill roles across their various mining sites.

The firm created a synergy between themselves and the internal talent acquisition team, and has continued to not only maintain but grow the relationship so that we are supporting both operational and corporate hiring when needed.

Specialized Engineering & Operational Roles

- ✓ Completed 34 Searches from 2021-2023
- ✓ Covered operational placements that were mainly Managers, Supervisors and Planners
- ✓ Engineer Searches included specialized mine & geotechnical engineering roles
- ✓ Placed a Senior Manager Global Supply Chain

Finance & Human Resources

- ✓ Completed 9 Finance & HR searches since 2021
- ✓ Placements included Senior & Superintendant level positions
- ✓ Relevant Searches: Senior Human Resources, Business Partner, Senior Advisor Compensation and Benefits, Senior Accountant

Environmental & Regulatory Placements

- ✓ Completed 5 searches since 2021
- ✓ Relevant Searches: Regional Manager Sustainability, Regional Manager, Enviro & Regulatory, Superintendent Environmental