

CSJ SCHMITZ-JUSTEN & COMPANY

EASC Executive and Strategic Consulting Group

WHAT YOU EXPECT



RESPONSIBILITY.

You look for the executive who will play an influential role in determining and guiding your company's direction and development in the years to come.

INVOLVEMENT.

Selecting the best management is an integral part of your corporate strategy. You see the opportunities that come with every change in leadership; and you are aware of the risks. That is why you stay involved – from the choice of the consultant to the completion of the search.

JUDGMENT.

You are familiar with the executive search process and you have stringent requirements. You expect to work with a partner of sound judgment who has the know-how, dedication, integrity and style to represent your company's interests.

QUALITY.

You demand a perfectly executed search and selection process within clearly defined and transparent costs: professional research, concise and realistic progress reports, accurate and comprehensive exposés as well as solid and reliable recommendations.

PERSPECTIVE.

The position and functional requirements are your points of departure. Your expectations go beyond: you look for alignment with your company's goals, strategies and objectives and you appraise the cultural fit.

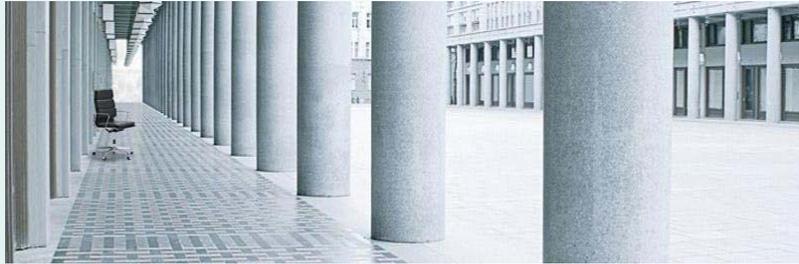
TRANSPARENCY.

Given these requirements, you want to know exactly about the commitment, standards and operating principles of those to whom you entrust your search. The following pages are about the essentials of our group, a concise introduction intended to serve as basis for a personal dialogue.

CSJ SCHMITZ-JUSTEN & COMPANY

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OUR SEARCH



COMMITMENT.

Every brief we engage in involves a personal commitment on our part. We work with outstanding specialists and make use of expert sources around the world. However, we remain personally involved in every stage of the search process. As a matter of principle, we handle all contacts and interviews ourselves – you can be certain of who represents your company.

KNOW-HOW.

We take the time to get to know your company: its core competence and markets, its strategies and goals, its structure and organization, its culture and philosophy, its executives. This know-how enables us to formulate a clearly defined and unique specification – the basis of a smartly organized and effective search process.

CLARITY.

Every successful executive search is based on mutual trust. Together with our clients we define the scope and complexity of each project and delineate the appropriate scope of compensation for the position in question. Our fixed fee is geared to the latter.

REASSURANCE.

We work effectively and ensure our search is extended to all fields of relevance to a particular brief. This enables us to exclusively recommend candidates whose qualifications, expertise and personality convincingly match the requirements of our clients.

RESEARCH.

In this phase we identify the best-suited candidates through systematic research. We make use of our international network of highly qualified sources comprising a broad range of industries and functions. We also explore innovative, unexpected options across sector divides and national borders.

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HOW WE SELECT



CONTACT.

The information gained from our research is verified in dialog with each potential candidate and checked for a match.

INTERVIEW.

We conduct detailed personal interviews with selected candidates whose qualification and initial reference reports indicate a high probability of success. These structured, thoroughly prepared assessments clearly indicate the course to be taken.

REPORT.

Our confidential exposés are made up of a short executive summary, an evaluation of a candidate's professional and personal qualifications, details of remuneration, motivation and mobility as well as an in-depth curriculum vitae.

PRESENTATION.

We meticulously accompany this crucial phase of the selection process and take part in all meetings. We handle all organizational details and keep constant communication with clients and candidates.

SELECTION.

We advise on contractual details and are at hand to assist in negotiations.

INTEGRATION.

After the contract has been signed, we stay in contact with all parties until the integration in the new professional environment is assured.

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LINDEN & COMPANY



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EASC GROUP

EASC is the umbrella group for our offices in Germany and the United States. Together we can call on a wealth of expertise, experience and connections that are unique in the industry.

For all of our briefs we make use of the competencies of Linden & Company in Stuttgart, Germany and CSJ Schmitz-Justen & Company in Greenville, South Carolina. We support our clients in their home markets of Europe and North America and fill key positions at their subsidiaries around the world, with a particular focus on Asia.

We also advise our industrial clients in the development and implementation of production strategies, a service headed by Dr. Clemens Schmitz-Justen. This specifically includes the introduction of integrated development and production processes as well as innovative sourcing strategies

OUR BRIEFS.

Linden & Company and SCJ Schmitz-Justen & company are preferred consultancies when the highest standards in the recruitment of top-executives are required. We focus exclusively on direct search, nationally and internationally. Our clients include leading automotive corporations and their partners, industrial equipment and machine-tool manufactures, international media and publishing groups as well as global players in trade and services.

Our briefs comprise senior management positions including executive-level functions in corporate communications and investor relations, appointments to supervisory boards as well as solutions for successions in privately owned firms.

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WHAT MAKES US DIFFERENT



DR.-ING.CLEMENS SCHMITZ-JUSTEN

Recognising, developing and making the right use of people's talents and skills is crucial to business success. This principle has proved true at every stage of my professional career – even in situations where the emphasis was initially on technical and organizational issues. This is why I see particular significance in the integration of senior management in a transatlantic corporate environment. As head of strategic consulting in the EASC Group, I also have the opportunity to pass on two decades of strategic and hands-on experience in industrial top management.

BMW entrusted me for over 15 years with a variety of executive positions involving global management responsibility, including President of BMW Manufacturing LLC in the USA. In an earlier position as Managing Chief Engineer of the Fraunhofer Institute for Production Technology (IPT) in Aachen, Germany, mentoring the careers of potential corporate leaders was high on my agenda – and many of my former associates in Aachen today serve in senior positions with leading industrial corporations around the world.

Both as Honorary Professor of Innovation Management for Product and Process Development at Technical University of Chemnitz in Germany and in my academic involvement with management students at Clemson University in South Carolina, I continue to enjoy the dialogue with talented future leaders.

- Studies in mechanical engineering, Doctorate in 1986, Aachen Technical University
- Managing Chief Engineer, Fraunhofer Institute for Production Technology (IPT), Aachen
- Director and General Manager at BMW, Munich and President, BMW Manufacturing LLC, Spartanburg, South Carolina
- Honorary Professor, Chemnitz Technical University
- Adjunct Professor, Clemson University, South Carolina
- Managing Partner, CSJ Schmitz-Justen & Company LLC, Greenville, SC
- Co-founder, EASC Group

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WHAT MAKES US DIFFERENT



CAMILLA CEDERGRUND

At EASC Group, we are committed to combine the highest level of professionalism with a clear focus on personal advice and individual solutions. The partners' unique network of contacts and connections, the close and trustful collaboration, and the long term relationships with clients as well as candidates provide an ideal foundation of success – and they are what my work in international executive search is based upon.

After completing my business degree in Sweden and Austria, I joined an international non-profit organization in Europe where I served as Head of Finance and Marketing and National Director. Later, as a consultant for a global management consultancy, I had the opportunity to expand my experience into the High Tech and Communications industries where I was involved in change management and human resource projects.

In 2002 I joined one of the world's leading international executive search firms, where I was part of the start-up team that established the Stockholm office and built the company's presence in Northern Europe. Clients ranged from multinationals to mid- sized local companies, mainly from the Automotive, Industrial Manufacturing and Consumer industries.

Since 2008, I live and work in the Southeastern part of the US, and in 2010 I joined the EASC Group, where I advise our clients regarding key executive positions with a focus on North and South America.

WHAT MAKES US DIFFERENT



FRANK A. LINDEN

In 2001 I established Linden & Company with the clear objective to set and maintain the highest standards in quality and integrity in executive search. Prior to leading Linden & Company, I was partner and director of one of the pioneers of the industry. During that time, I had the opportunity to intensify my contacts to executives in Germany and abroad – contacts initiated and maintained in two decades of working as a business editor for Business Week, Stuttgarter Zeitung, manager magazine and the Financial Times. Over the years, I stayed in regular dialogue with many who are now in positions of highest responsibility and accompanied them as their careers developed.

- Studies in Business Administration, Economics and Journalism, Ohio University, Johns Hopkins University and Geneva University, Master's degree in 1982
- Business Correspondent, McGraw-Hill „Business Week“, Bonn and New York
- Press officer, European Commission, Brussels and Geneva
- Business Editor, „Stuttgarter Zeitung“, Stuttgart
- Senior Editor, „manager magazine“, Hamburg
- Advisor to the founding publishers of „Financial Times Deutschland“, Hamburg and London
- Partner, industrial and media practices, Spencer Stuart Germany, Stuttgart
- Managing partner, Linden & Company, Stuttgart
- Co-founder of EASC Group

WHAT MAKES US DIFFERENT



DR. DORIS BEHRENS

As a natural scientist and agronomist, precision and sustainability have been the linchpins of my career, in life science research, in the automotive industry as well as in executive search.

I completed my doctorate as part of an international research project commissioned by one of the world's leading car manufacturers. This was the basis for my professional career, where I held management positions in biotechnology and the car industry, both in my native Germany and abroad. Since 2001, I have been involved in executive search, focusing on Healthcare and Life Science as well as on various industrial sectors.

This broad professional experience is an invaluable asset when counseling both clients and candidates. For me, the EASC group is the ideal platform to assure the long-term success of our search assignments. Close cooperation of the partners, well recognized in their fields of expertise, combined with strategically sound counsel and through selection methods foster best practice in the direct search and placement process.

Within the partnership, my focus is on management positions in biotechnology, diagnostics, medical technologies and the pharmaceutical industry. I also support the group in projects for the automotive and manufacturing sectors.

WHAT MAKES US DIFFERENT



DR. HORST BLUMENSTOCK

Management means ensuring success in constantly changing economic and technological environments. It means exploiting opportunities, gearing an organization to clearly communicated goals and staying on target: When advising leading, innovative mid-sized companies from various sectors, I frequently come across these three fundamental factors of success.

Executives who work by these principles combine performance with responsibility. Furthering and recruiting leaders with such qualities has been the key to success at all stages in my career. These include posts in industry, financial services and, for more than ten years, my responsibilities as head of human resources of the Georg von Holtzbrinck Publishing Group with its international portfolio of newspaper, magazines, book publishers and electronic media.

Today, I have the opportunity to pass on my professional experience as member of advisory boards of SMEs as well as Professor of Management at Nürtingen-Geislingen College of Business. I continue to promote these yardstick for good corporate governance in the education of management students, as head of the European Union Project „Employee Flexibility“ and in particular in the selection and assessment of executives.

- Studies in engineering and business administration, Doctorate in 1993, Technical University Stuttgart
- HR Manager at Landesbank Baden-Württemberg, Stuttgart
- Head of Group HR, Georg von Holtzbrinck Publishing Group, Stuttgart
- Professor of Management, Nürtingen-Geislingen College
- Partner, Linden & Company, Stuttgart

STRATEGIC CONSULTING



We advise our industrial clients on the development and implementation of production strategies, an activity headed by Dr. Clemens Schmitz-Justen.

Key to the success of overseas production networks is the seamless integration of development and manufacturing processes. These questions extend to the organization of projects and operations:

- How to achieve the most efficient interaction of product development, manufacturing, planning and production?
- How to assess the availability of technologies and technical standards? How do they affect the scope and depth of manufacture, the organization of the supply chain and the complexity of a new production facility?
- How does product engineering correlate with manufacturing sites of different technical, skill and experience levels?
- Should the strategic focus be on a transplant or a world plant concept?
- What has to be considered with regard to culture, workforce education, labor laws and attrition when planning production sites overseas and products for new markets?
- How can the processes of learning and improvement be established in a decentralized, international production system?

Clemens Schmitz-Justen has been involved with the analysis, decision making and implementation of projects of this kind for more than two decades. Schmitz-Justen: „My assignments as a senior executive with BMW in Europe and the United States as well as with the Fraunhofer Institute for Production Technology (IPT) have provided me with a wide range of hands-on experience in a variety of industries. My expertise in strategy formulation combined with implementation skills in manufacturing and supply chain management benefit my clients in their international and more specifically transatlantic ventures“.

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HOW OUR WORK IS REMUNERATED

For our services we charge a fixed professional fee plus expenses. Our fees are billed in monthly installments over an agreed period of time. We see to it that performance and fee are commensurate. The remuneration is based on the level, complexity and geographical scope of the project. As a rule, we follow the industry standard of one third of the expected total cash compensation earned in the first year of employment. Following the client's briefing we devise a project proposal which includes our detailed offer, business terms and conditions.

Our goal is to identify the best-suited candidate available and to acquire him for the client. Our fixed fee includes all consulting services up to the successful conclusion of the search process. If a client and a candidate part company in the first year of a contract, we will, on request, carry out another search, for which we will only charge the actual expenses incurred.

Direct search implies a close relationship with the client. An expression thereof is our commitment not to discuss professional alternatives with the client's management. We strictly adhere to our code of professional ethics, which is designed to protect the interests of both clients and candidates.

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