

Memorandum

HIGHLY CONFIDENTIAL

From: John Rouse

To: Henry Morgan

Subject: Hiring VP Logistics

In our conversation on hiring Logistics and IT so early, your argument was that you would be forced into outsourcing production either in this country or Asia if you wanted to scale quickly with minimum risk and low capital demands. Your additional argument was that attracting an outsourcer was linked as much to the reputation of the logistics leader as it was to the offering itself. I agree and have authorized the hire.

I have had a short list of possible hires developed. Please contact my assistant with the times you are available to interview candidates

John

HARGREAVES, TAIT, AND RESTOULE INTERNATIONAL

Recruitment Specialists

To: VP Logistics & IT

Subject: Recruitment of Logistics & IT leader

Please find below our recommended shortlist, based on the listed criteria.

VP LOGISTICS & IT

Below are the results of our assessments using our research database.

DECISION CRITERIA

- Tech. Competence Logistics: Range 1 to 5 with 5 Highest
- Tech. Competence IT: Range 1 to 5 with 5 Highest
- Leadership Style: Range minus 5 (Authoritarian) to plus 5 (Participative)
- Reputation for Results: Range 1 to 5 with 5 High

Name	Min. Salary	Tech. Comp IT	Tech Comp IT	Leadership Style	Reputation in Industry
Jack Lynn	260,000	4.8	4	-5	3.9
Haley Tebow	270,000	5	4.1	4	4.2
Allan Barber	220,000	4.8	4.9	-1	4.3
Sally James	275,000	4.9	5	3	4.7
Grace Wang	300,000	5	3.9	4	5
Russell Makin	320,000	5	2	5	4.9