

HARGREAVES, TAIT, AND RESTOULE INTERNATIONAL

Recruitment Specialists

Date: xx xx 20xx

To: Sarah Hughes COO LegacyCo

Reference: Hiring New Top Team

Attached is our response to your urgent request for candidates for three top team positions: Marketing & Advertising, Sales & Distribution, and Offering Support.

I was pleased to receive your note concerning your possible entry into B2C AR. I confess I was very concerned as to the quality of candidate you would be able to attract given the recent news about Pear. As per our standard procedure we will have all candidates sign non-disclosure agreements before the interviews.

Please accept our best wishes. It seems as if LegacyCo is about to enter a period of great change and excitement.

Good luck!

DECISION SUPPORT DATA

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

VP MARKETING & ADVERTISING

Name	Min. Salary \$000s	Tech. Comp	Leadership Style	Reputation for Flexibility	Reputation for Results
Mary Howland	250	4.9	-2	2	3.8
Julia Deminiak	230	5	4	3	4.3
Fred Flintstone	300	4	-1	4	4.4
Terry Cooper	275	2.9	3	4	4.6
Isabel Warriner	320	4.9	4.4	4	5
Howie Stanfield	290	5	5	5	4.7