

Memorandum

HIGHLY CONFIDENTIAL

From: John Rouse

To: Henry Morgan

Subject: Hiring Product Development VP

Referring to our conversation of last week, I fully agree with your decision to take on sales and product development leaders early. In your attempts to attract visionary co-developers being able to bring committed leadership to the discussion is important.

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 HR

Subject: Recruitment of Product Development Leader

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

VP PRODUCT DEVELOPMENT

DECISION CRITERIA

- Tech. Competence: Range 1 to 5 with 5 Highest
- Leadership Style: Range minus 5 (Authoritarian) to plus 5 (Participative)
- Industry w/Press: Range 1 to 5 with 5 Highest
- Reputation for Results: Range 1 to 5 with 5 High

Name	Min. Salary	Tech. Competence	Leadership Style	Reputation w/expert Press	Reputation for Results
John Hopkins	190,000	5	-5	5	3
Eli Parker	215,000	4.9	+4	5	5
Mohammed Khan	240,000	4.7	+3.6	4	4
Mary Willis	210,000	3.9	-3	3	3
Ann Jiang	260,000	5	-2.6	4	4
David Kay	275,000	5	1.2	5	5