



**WYNDHAM MILLS INTERNATIONAL INC**  
**PERFORMANCE. VALUE. DISTINCTIVE RESULTS.**

Thank you for your interest in Wyndham Mills International.

As a growing, independent retained search firm, we have chosen an exceptional path: one that is based on relationships, in which personal attention, responsive service and integrity are a given. WMI was founded on these principles—and we continue to uphold them today.

It is easy for us to call ourselves specialists. But what does that really mean? It means we do more than just provide candidates. We have refined the art of retained search—the subtle, subjective side of the process that is the difference between a complicated, costly, unproductive search and one that is focused, efficient and successful. Because of our solid reputation for honest, first-quality service, we have maintained a double-digit growth rate each year since our 1994 inception.

Every search is important to us. We will work hard to earn your trust from the very beginning of our relationship. And we will not stop until you are satisfied. We want nothing less than to be your primary resource for retained search. When your colleagues need retained search services, we want you to confidently refer them to WMI without hesitation.

You may see recruiting as a problem. To us, it is an opportunity to help you and your organization find qualified, interested leaders who do not just see the big picture, they are willing to navigate it. We have assisted hundreds of satisfied clients—we look forward to assisting you, too.

Sincerely,

Cabell M. Poindexter  
President and CEO

# WMI

*an exceptional approach to*

## RETAINED

"Intellectual Capital." In our increasingly service-oriented society, it's no longer a buzzword. Intellectual Capital has become the business world's most precious—and powerful—resource. To stay competitive, companies need knowledgeable, experienced people who can think on their feet and embrace the challenges of evolving technology and increasing globalization, whether it's the President and CEO or back-office support.

Finding and retaining such individuals requires seasoned search specialists devoted exclusively to the task. The professionals at Wyndham Mills International have the knowledge and experience to help your organization accomplish this efficiently and successfully.

As one of today's fastest-growing retained search firms, WMI was created to address the pressing demand for experienced, forward-thinking professionals, and place them in a timely manner.

Our success is attributed to two fundamental principles:

- + We truly understand the global market—particularly its volatility and ultra-fast pace.
- + We have developed extensive resources to identify leading professionals.

## whatever it takes

WMI's service-oriented philosophy is different from typical retained search firms:

- We offer candidates who are not only qualified and interested—they're motivated to make a career change.
- We respond quickly. Our average search is completed in 45 days or less.
- There's never an unexpected or hidden expense.

Factor in our high-energy, "whatever it takes" attitude, and you have the formula for a successful retained search.

# EXECUTIVE SEARCH




A woman in a dark blue business suit is seated at a large, round, light-colored wooden conference table. She is looking down at a document she is holding. The table is set with several papers, pens, and a glass of water. The background shows a wood-paneled wall and a door.

*a proven*

REPUTATION

*we know the industry*



Headquartered in Greensboro, NC., WMI has completed thousands of successful international and domestic searches for major organizations worldwide. Our seasoned international search consultants and our flexible, service-based approach have helped WMI maintain a remarkable double-digit growth rate each year since our 1994 inception. Our reputation as an energetic, customer-first company that knows the search business is proven: 90% of all offers made to WMI candidates are accepted; 85% of all candidates we've placed remain employed by the hiring company.

# IT ALL STARTS

*with you*

---

Our search process begins with a thorough discussion of your company's needs, conducted by a WMI search consultant with recruiting experience in your particular field. Our goal is to clarify your hiring objectives, determine the desired skill set and experience level, and understand the organizational relationships that influence the candidate selection process. Then we prepare a written position specification to guide the search process, outlining the position's responsibilities, ideal qualifications and criteria for success. It also includes a hiring timeline based on an acceptable deadline.

Your assigned WMI search team researches our database and networks with appropriate contacts to identify qualified, available, interested candidates. As research progresses, your WMI search consultant regularly keeps you abreast of developments surrounding the search.

Once potential candidates are identified, each is carefully evaluated to ensure the proper experience level and appropriate cultural "fit" within your organization. Your search consultant also contacts individual references for additional insight on each candidate's qualifications. Confidential summaries with pertinent information on each of the selected top candidates are prepared for your review. Your WMI consultant schedules convenient meetings between you and each individual, arranging travel as needed. After each interview your consultant contacts both you and the candidate to discuss the next appropriate step.

As you move into the offer/counter-offer/acceptance stages, your consultant continues to work as an integral part of the process, providing guidance to bring the search to a successful conclusion. Our relationships with nationwide real estate organizations help us expedite relocation arrangements, if needed, and prepare cost of living profiles on your behalf.

# HERE'S WHY

*choosing WMI makes sense*

***We're all about service.*** As a contemporary, independent search firm, we're able to provide flexibility, expediency and personal service. We're free of the bureaucratic layers that typically slow and complicate the search process. With WMI, it's just you and your search consultant in a focused, dynamic partnership, supported by an experienced, determined search team.

***We know the search business.*** You simply won't find a firm that understands the business better— or has as many resources—as WMI. Our search consultants offer skill, experience and trade contacts, and they possess the professional polish to communicate effectively with the highest-level executives.

***We have the resources.*** Our extensive database and international networking capabilities are just two of the tools we use to find appropriate candidates. We're actively involved in industry trade shows, attend conferences, and maintain a presence at major industry gatherings to continue building relationships.

***We give the term "qualified" new meaning.*** Typical search firms define qualified as anything from a warm body with vaguely appropriate credentials to a "tire kicker" whose desire to change jobs is questionable. At WMI, our candidates are qualified if—and only if—their industry knowledge, experience, interpersonal skills and motivation match your requirements. Plus, they must be currently available to make a career change and genuinely interested in working for you.

***We respond quickly.*** You'll begin meeting with qualified individuals in 45 days or less of our initial consultation.

***No surprises.*** All WMI search fees are established before a search is executed. That means no unexpected monthly expenses for research time, materials or miscellaneous "project management" tasks.

---

*flexible, capable, and reliable*

---



*your satisfaction is our*

# HIGHEST PRIORITY

Perhaps you have unique circumstances, a delicate political climate, or you simply needed the search done yesterday. Whatever the particulars, we're flexible, capable and reliable.

We'll make it happen like clockwork from the start.

At WMI, every client—and every search—is important, regardless of size or scope. Our goal is to earn your complete satisfaction from the moment our partnership begins. We promise you an exceptional approach to retained executive search—an approach that's flexible, service-centered and proven.

