



ZRG Partners

Results Driven Global Search

Your Private Equity Global Talent Management Partner



Data Driven. Client Focused. Flexible.

ZRG Partners, LLC is a progressive mid-sized global executive search firm that uses a proven, data-driven approach. We were founded on the principle that well-developed, actionable information and process excellence are the cornerstones of a truly successful executive search process. With this foundation mindset, a nimble structure and minimal “hands-off”, ZRG Partners provides a unique value proposition to its clients.

ZRG Partners has been serving clients for over a decade across the Americas, Asia-Pacific and Europe. Our fact-based approach helps clients make better decisions about their most valuable resource - their people.

We do this through our service delivery model featuring:



▶ **More Choices**

We deliver a robust slate of candidates, developed through extensive and detailed original research on every assignment. ZRG’s limited “hands-off” enhances our ability to search more broadly and deliver more choices.

▶ **Efficient and Time Saving Process**

The ZRG “client-designed” process drastically reduces the time requirements of senior hiring executives.

▶ **Data and Analytics to Make Hiring Decisions**

ZRG brings a new level of data and analytics to help your team make fact-based hiring decisions.

Data and Analytics to make great hiring decisions:

Z Score incorporates two proprietary filters into the hiring process to better identify true “A” talent. Z Score adds the “Ph.D.” view of the candidates into the equation to ensure that all candidates are a strong fit for the specific role and the company culture. Just as our clients operate their businesses using strong metrics, the ZRG Z Score solution brings strong metrics to more effective talent selection.



Highlights:

- ▶ Over 15 year’s operating history with 23 offices worldwide.
- ▶ Extensive retained search experience with over 450 clients and over 3,000 successful placements in several industries.
- ▶ Executive search, consulting, advisory and management assessment services; Board of Director and CEO advisory services.
- ▶ Leading edge talent management solutions to drive fact-based decisions – Z Score decision making tools.

Private Equity Practice

ZRG Partners' Private Equity practice focuses on the unique needs of direct investment firms and their portfolio companies, and we understand the distinctive requirements and pressures facing Private Equity funds. Leveraging over 50 years of Private Equity & Venture Capital experience, our team has deep experience in the sector and understands how investors think and what drives the creation of equity value.

Our search practice spans Private Equity buyouts to early-stage venture investments, most typically for C-level roles. We also conduct searches for portfolio companies' Boards of Directors and investment professionals and Operating Partner roles for the funds themselves.

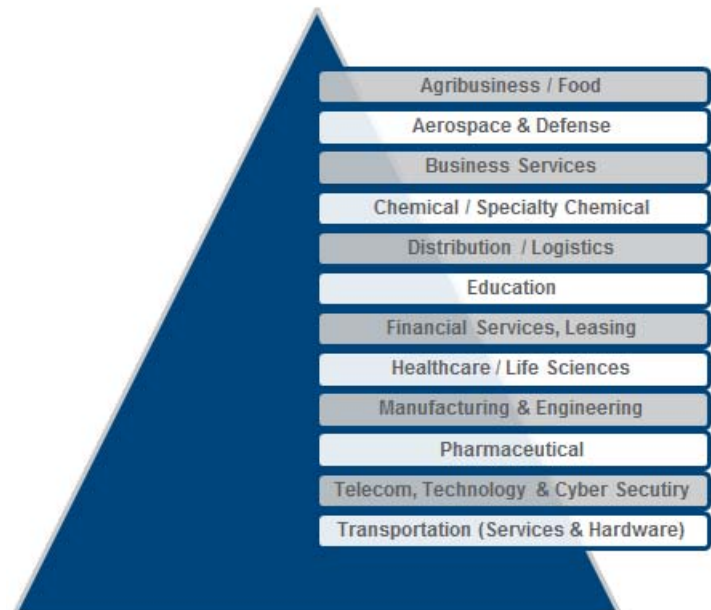
Our Human Capital Solutions:

Executive Search: We leverage our unique, data-driven process to help Private Equity funds add critical talent in Portfolio Executives, Operating and/or Deal Partners, Board Members, Advisors and Due Diligence Roles.

Backable Bankable Leadership (BBL): We partner closely with a handful of select PE funds to provide ad-hoc introductions of executives with an executable deal thesis, and/or at-large high quality talent.

Human Capital Assurance Plan & Talent Mapping: We provide "unbundled" recruiting, research, and analytics to meet the unique situational needs of Private Equity sponsors when evaluating and augmenting portfolio company management teams.

Industries Served:



About ZRG Partners

In 1999, ZRG Partners established itself as a new generation human capital solutions provider, committed to providing a robust, complete, and information driven approach to human capital management.

Through a series of strong growth initiatives, both organic and acquisitive, ZRG has expanded and is now a global platform. While poised for continued dynamic growth, ZRG is steadfastly committed to delivering substantial, quantifiable results in executive recruiting, along with structured human capital solutions and consulting for our clients.

We offer our clients geographic capability, exceptional industry/vertical experience, unparalleled decision-making tools, and highly competent senior search practitioners – we are designed to provide the very best executive search experience.

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