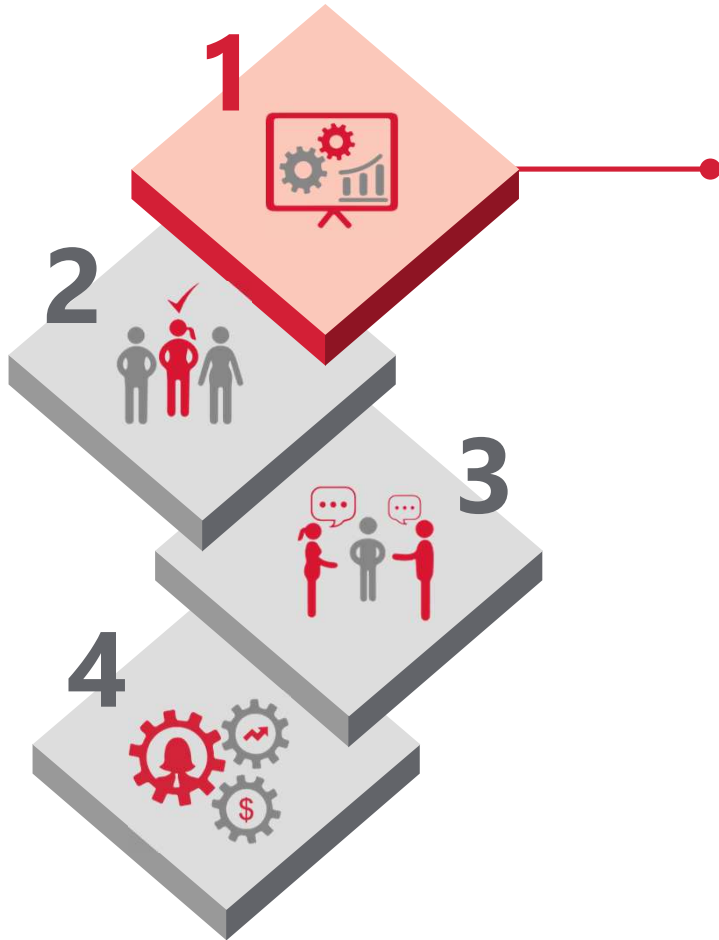







OUR METHODOLOGY (1/4)

Our approach adds value in every step of the process.

We align with your business priorities and internal processes to deliver ideal results.



Kick-off & Strategy Development

-  Understand client's objectives and culture
-  Develop job description & candidate profile
-  Outline research strategy
-  Select target companies
-  Agree on implementation methodology

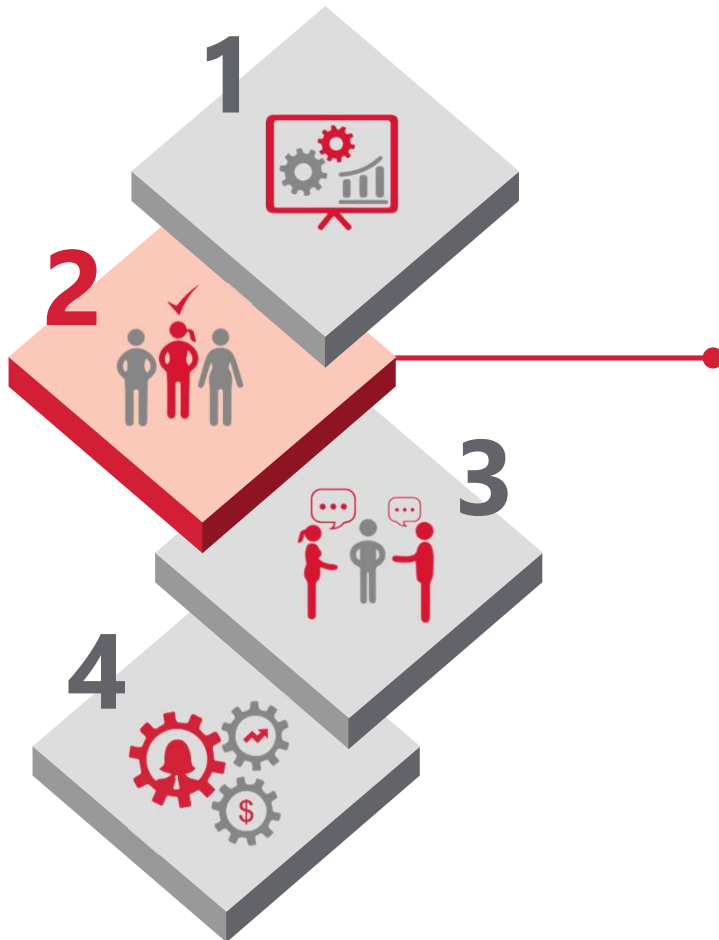
Result:

Successful strategy in place






OUR METHODOLOGY (2/4)

Our approach adds value in every step of the process.

We align with your business priorities and internal processes to deliver ideal results.



Candidate Search & Selection

-  Access Fiducia's network for referrals
-  Research target companies and online database
-  Conduct personal interviews with long-listed candidates
-  Assess candidates and check references
-  Inform the client on bi-weekly update calls and share market findings

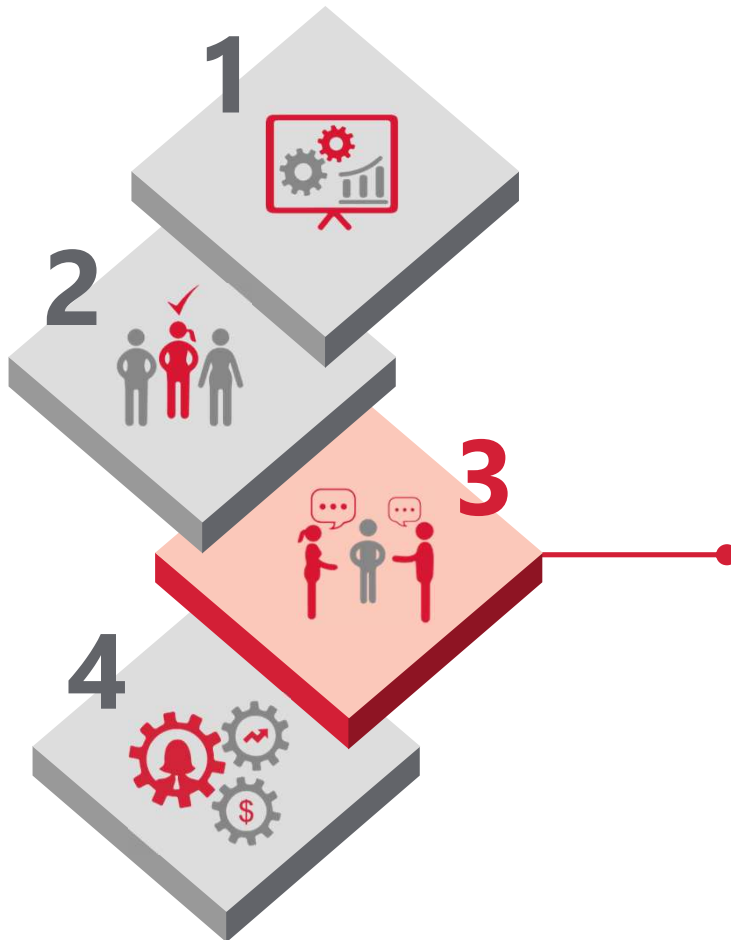
Result:

Best candidates are short-listed




OUR METHODOLOGY (3/4)

Our approach adds value in every step of the process.

We align with your business priorities and internal processes to deliver ideal results.



Candidate Presentation

-  Submit selection results (individual candidate reports plus a comparison table)
-  Arrange client interviews with viable candidates
-  Advise client during their decision process

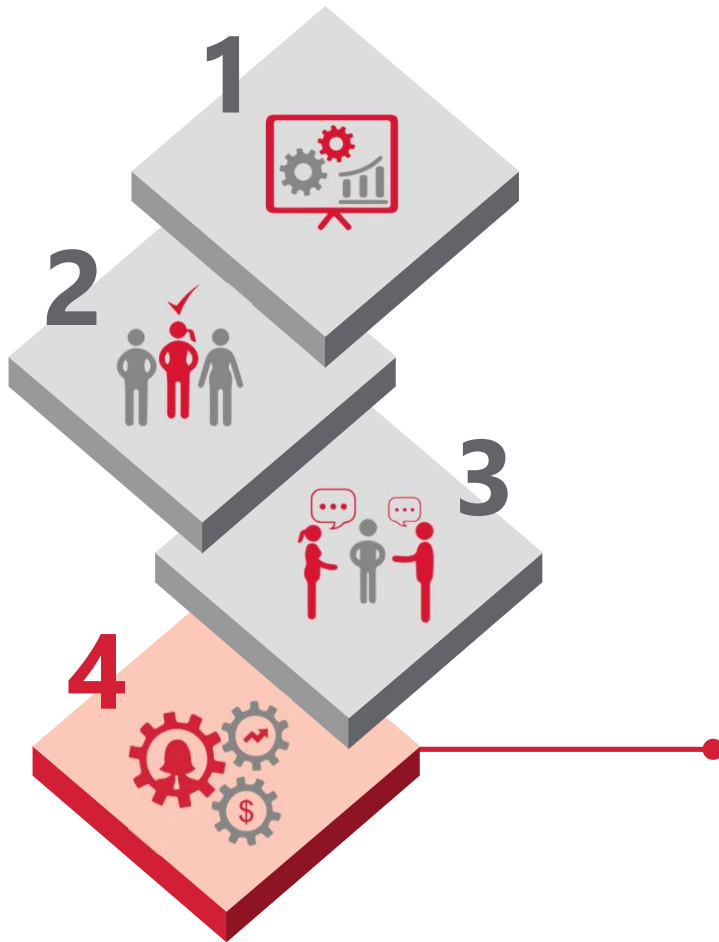
Average time frame from kick-off to presentation:

6 weeks





OUR METHODOLOGY (4/4)

Our approach adds value in every step of the process.

We align with your business priorities and internal processes to deliver ideal results.



Post-selection Support

-  Advise client on remuneration package, incentive schemes and prerequisites
-  Support negotiation and on-boarding process
-  Provide draft of legal employment contract (PRC & HK)
-  Provide replacement within a 6-month guarantee period

Result:

Successful candidate placement