

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Tel.: +49(0)2335 – 84 84 80
Fax: +49(0)2335 – 84 84 81
Mobil: +49(0)171 – 53 96 407
e-mail: Zentrale@huntingheads.de
Internet: www.huntingheads.de

hunting heads is one of the leading consulting institutes specialising in direct contact for management and technical personnel, managing directors and top managers, with a special focus on **sales and technology**.
- The Champions League of the headhunters -

Our maxim is quality rather than quantity.

Through direct contact, we rapidly and discreetly find your ideal candidate!

In 90% of all projects, we can present the first CVs to you after 2-3 weeks.

Experience with us the difference between personnel consultants and headhunters.

Don't just "wait and hope" for your candidates, call us!

Your hunting heads team

Uwe Zirbes
- CEO -

hunting heads executive Search International Bachstrasse 37 D-58300 Wetter a.d. Ruhr -Zentrale - Ust-IDNr.: DE211925863
Inhaber Uwe Zirbes Internet: www.huntingheads.de e-mail: U.Zirbes@huntingheads.de

Executive Search - Vergütungsberatung - Bewerber-Coaching - Headhunter-Qualifikation
- die Champions League der Headhunter !

Aschaffenburg Berlin Bremen Dortmund Essen Frankfurt Freiburg Hamburg Hannover Karlsruhe
Kassel Köln Leipzig Mainz München Nürnberg Paderborn Pirmasens Regensburg Speyer Stuttgart Ulm Würzburg Wetter
Belgien China England Frankreich Japan Niederlande Österreich Polen Schweiz Spanien Tschechien Ungarn

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Variants of co-operation

Headhunting

- our classical business: direct contact
your ideal candidate out of your direct competition by means of a list of targets, within the framework of a direct search commission

(in 90% of projects, we present the first candidate after 2-3 weeks)

Network / Head-fishing

Your vacancy advertisement appears online in 50 job portals.
This guarantees an optimal presence of up to 1,000,000 contacts, or even more.

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Links / co-operation / media data

- c. 1 million visitors per month to our website
- c. 4,000 applicants a month who put their faith in us
- 25 branches in Germany
- Co-operating offices in different countries

- Synthetics Special www.Kunststoff-Spezial.de
- Managers League www.Manager-Liga.de
- Co-operation with the top 50 jobs portals
- Co-operation with VDWF

Further details and co-operation partners can be accessed through our home page: www.huntingheads.

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Market overview

According to the BDU
there are c. 1,800 companies in the personnel business

Of which 1,700 personnel consulting companies
(Baumann, Personal-Total,
Kienbaum, Arbeitsamt SIS etc.)

Of which 70 Personnel services providers
(Adecco, Manpower, DIS AG etc.)

Leaving around 30 headhunter institutes which operate
by direct contact.

hunting heads International offers this **direct contact** for
positions **from the head of department level**, or from an annual
target income of € 70,000!

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Difference from other headhunter companies

Speed:

in 90% of all projects, we present the first candidate after 2-3 weeks!

Warranty:

If a candidate leaves during the probationary period, we find another without charge! Our work is not completed until the position is filled. We guarantee the ideal candidate!

Co-operation:

We use the Internet as an advertising platform. All positions are online with more than 50 top portals! Technical and management staff have the opportunity to apply on their own initiative.

Name recognition:

We are leaders in Europe and probably have more visitors to our home page and more candidates applying on their own initiative than all the other companies put together!

Around 1 million visitors and around 4,000 enquiries per month!

Price-performance ratio:

Instead of the fees usual in the market, we receive only 25% of the target annual income within Germany, and 30% in the international market.

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Difference from personnel consulting

Executive Search:

We do not “wait” for the candidate who applies in response to an advertisement, and hope that he covers some of the skills required.

We contact your ideal candidate from the competition directly, and motivate him to switch to your company. This is how you get your ideal candidate!

Our maxim is quality rather than quantity

Our aspiration not to run a production line operation but to provide qualified and optimal personnel search, to distinguish ourselves from the competitors, is the advantage you receive as a client of hunting heads.

We only accept consulting commissions for which we have the experience, skills and available time necessary in order to carry them out successfully.

Professional standards:

“Hawking” the documents of a candidate around – possibly even without his knowledge – would not conform to our concept of doing business.

Our business philosophy – experience for your benefit:

all our consultants gathered many years of experience in companies before they became headhunters!

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Our expertise is based on personal experience

U. Zirbes:

-Founder-

“It is not that there is little time, it is that there is a lot of time that we do not use.”

The resources “time” and “people” are one of the most important factors in the selection and filling of technical and management staff positions in the company. In the course of my many years experience as Sales Director, I observed over and over again that management positions often cannot be filled optimally because of pressure of time and because the ideal applications are not received.

Take advantage of the many years of experience and the expertise acquired by hunting heads in exclusive recruitment in order to acquire for your company the applicant who is suited to your individual needs. This guarantees that your vacancy will be filled rapidly, and thus real time and cost savings.

Not only are the “slow” overtaken by the “fast”, but the “flexible” companies also survive the “immobile”.

hunting heads®



EXECUTIVE SEARCH INTERNATIONAL
- die Champions League der Headhunter -

Auszeichnung Berufung zum Wirtschaftssenat des EWS

**Berufung als
Wirtschaftssenator
in den
EUROPÄISCHEN
WIRTSCHAFTSSENAT.**

2006

**Auswahl erfolgte aus
3800 Unternehmen
aus dem Bereich
Personalwesen
innerhalb
Europa**

EUROPÄISCHER WIRTSCHAFTSSENAT e.V.
Wirtschaftskompetenz für Europa



URKUNDE

Herr

Uwe Zirbes

wird hiermit
zum

Wirtschaftssenator

in den

EUROPÄISCHEN WIRTSCHAFTSSENAT e.V.

berufen.

München, den 01. Mai 2006

Prof. Dr. Bernhard Friedmann
Präsident

Wolfgang Franken
Generalsekretär

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Principles and objectives of the Institute

Objectivity, integrity, thoroughness, discretion and a systematic approach to the process together with consulting results which are satisfactory in the long term are guaranteed above all through the following criteria.

hunting heads acts exclusively on instructions from a company. “Hawking” the documents of a candidate around – possibly even without his knowledge – would not conform to our concept of doing business.

We only accept consulting commissions for which we have the experience, skills and available time necessary in order to carry them out successfully.

hunting heads gives top priority to close and confidential contacts between clients and consultants.

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

hunting heads consultants and partners are obligated to :

the highest standard of professionalism

continual further development of the quality of consulting and the personal relationships with clients

providing information to clients regularly on the progress of an assignment and further development of our reputation for professionalism and expertise.

The search for the right management staff through personal direct contact ensures individual care and advice not only for the clients, the commissioning company, but also for the candidates.

We observe our special duty of care in examining references.

The financial and organisational independence of the consultants guarantees advice which is in every respective objective.

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

hunting heads internal quality requirements

The commitment, identification and problem awareness of the hunting heads consultants are the guarantee for lasting solutions for our clients.

Personal maturity, the will to deliver more, and knowledge which is at all times fully up to date distinguish our consultants as expert partners.

And they remain so through study, appropriate training, and by keeping up with developments in their respective industry. They are accepted because they not only meet the quality expectations for their performance,

but exceed them

Our aspiration not to run a production line operation but to provide qualified and optimal personnel search, to distinguish ourselves from the competitors, is the advantage you receive as a client of hunting heads.

That is why:

- there is a fixed time horizon for each project
- there is a maximum commitment ratio for each consultant
- projects are monitored for conformance with internal quality standards

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Selection of our references

Works Manager Automotive	Board member Automotive
Key Account Engineer Automotive	Sales Manager Cosmetics
Director Financial Services	Sales and Marketing Manager Consumer goods Moscow
Board member Software house	SAP Application consultant
Board member Building society	Cobol Programmer
District Manager Business consultancy	Natural/Predict Programmer
Regional Director Building society	Cisco Specialist
Sales Manager Insurance	Sales Manager Electrical engineering Switzerland
Application Engineer Automotive	Project Manager Laser technology
Managing director Electronics industry	Sales Manager Machine tools
Board member Custom machine engineering	Key Account Medical technology
Director Franchise	Key Account Health-care
Direct marketing Manager	Project Manager Custom machine engineering
Key Account Manager Chemical	Sales Manager Printing technology
Sales Manager Chemical/surface cleaning	Designer Measuring instruments
Sales Manager e-Learning	Finance Director Belgium
Finance Director Beverages industry	Human Resources Manager
SAP Consultant	Managing Director Sales Construction industry Portugal
Sales Manager Catering	Laboratory Manager for Test procedures
Key Account Laser technology	Board member Telecommunications
Managing Director Plant construction	Laboratory Manager Bio/Chemical
Works Manager Plant construction	Plastics technician
Sales Manager Laser technology	Facility Manager Poland
Production Manager Pulsed lasers	Software Developer
Branch Manager Insurance	Application trainer
Production Manager Plastics engineering	Network technician
Managing Director Laser technology	IT Manager
Managing Director Fire-resistant industry Czech Republic	Sales Officer IT
Board member Finances	Sales Engineer Electrical engineering
Generalist Cable Assembly Japan	Development Manager Laboratory technology
Production and Works Manager Cable Assembly Ukraine	Development Manager Mechatronics
Development Manager Laboratory technology	Sales Manager Automotive engineering

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

Further references

can be obtained from our web site at:
www.huntingheads.de/Referenzen.htm

Press reports from trade journals and daily newspapers

can be obtained from our web site at:
[:www.huntingheads.de/Pressemitteilungen.htm](http://www.huntingheads.de/Pressemitteilungen.htm)

Extracts from interviews from TV and radio

can be obtained from our web site at:
[:www.huntingheads.de/Referenzen.htm](http://www.huntingheads.de/Referenzen.htm)

hunting heads[®]



EXECUTIVE SEARCH INTERNATIONAL
- the Champions League of the Headhunters -

www.huntingheads.de



Uwe Zirbes

- CEO -

Tel. +49 (0)2335-84 84 80

Fax +49 (0)2335-84 84 81

Mobil +49 (0)171-5396 407

eMail: info@huntingheads.de

hunting heads executive Search International Bachstrasse 37 D-58300 Wetter a.d. Ruhr -Zentrale - Ust-IDNr.: DE211925863
Inhaber Uwe Zirbes Internet: www.huntingheads.de e-mail: U.Zirbes@huntingheads.de

Executive Search - Vergütungsberatung - Bewerber-Coaching - Headhunter-Qualifikation
- die Champions League der Headhunter !

Aschaffenburg Berlin Bremen Dortmund Essen Frankfurt Freiburg Hamburg Hannover Karlsruhe
Kassel Köln Leipzig Mainz München Nürnberg Paderborn Pirmasens Regensburg Speyer Stuttgart Ulm Würzburg Wetter
Belgien China England Frankreich Japan Niederlande Österreich Polen Schweiz Spanien Tschechien Ungarn