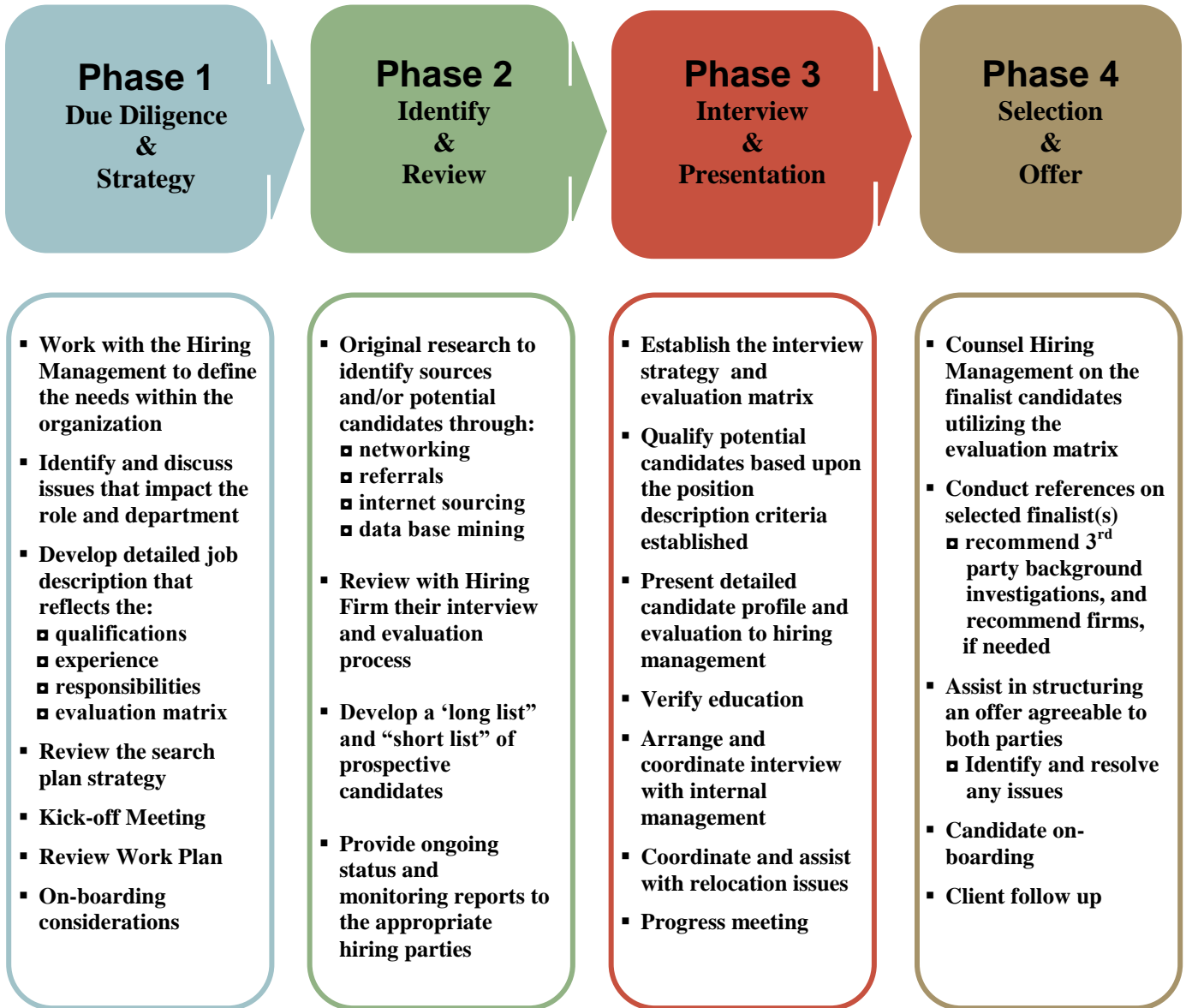




OUR SEARCH PROCESS



COMMUNICATIONS AND TIMING

During the course of an assignment, Columbia Consulting Group maintains contact with the firm’s hiring team on a continuing basis.

These *communications* include: scheduled progress meetings, written status reports, candidate profiles, candidate evaluation matrices, and reference reports.

The *timeframe* below is based upon, and subject to, client and candidate availability during the interview process.

