



Talent + Communication + Performance

HARTZ Search (HS) is a service-oriented, specialty, retained Executive Search and Interim Leadership firm centered on Healthcare and Higher Education headquartered in Charlotte, North Carolina and regional offices in Dallas, Texas and San Diego, CA.

www.HARTZSearch.com | 800.596.8191 | info@HartzSearch.com



Mission: Provide incomparable Talent, Communication & Performance in the support of dignity and respect for all candidate & client partners.

Core Values: Transparency | Service | Communication | Quality | Integrity | Promotion of Diversity

Diversity: A Balanced Workforce is a Diverse Workforce™ - HS promotes diversity through dignity and respect for everyone.

Single Point Of Contact, 24/7 Accessibility & Concierge-level Service

90 To 120-day Search Completion Rate & 92% Retention Success



J. MICHAEL HARTZ PRESIDENT & CEO



Michael's diverse background in Executive and Physician Search has given him unique experience in working with executives and physicians within the Healthcare and Higher Education industries.

During his 17 years in Executive Search, Michael has successfully recruited over 300 executives and 100 physicians nationwide. He has used his background in customer service, business operations and knowledge of national healthcare market trends in recruitment, practice management and physician services to solidify his track-record in recruiting for healthcare systems, facilities and physician practices ranging in size from small rural to large medical centers.

Dedicated to building relationships through partnership, Michael has developed an extensive network of industry leading executives, nationwide.

Michael is currently pursuing a dual MHA/MBA from Pfeiffer University and holds a Bachelor of Science in Business Management from Western Governor's University.

CAROL B. MAXWELL MANAGING DIRECTOR



Carol Maxwell is a seasoned leader of the business of executive talent management, development, including selection, acquisition, coaching, mentoring and succession planning.

Carol has 30 years of experience working with executive leadership to solve business issues through working with their teams to reach their potential. She has a depth in healthcare service organizations ranging from large academic medical centers, community hospitals, for-profit and not-for-profit as well faith-based health systems. Carol's Career Highlights include:

- Vice President, Talent Acquisition – Mercy Health
- Vice President, Talent Acquisition and Physician Recruiting – WellStar Health System
- Vice President, Healthcare & Life Science Practice Leader – Pearson Partners International
- Assistant Vice President Executive Talent – Tenet Health
- Principal, Advanced Technology Practice -Korn/Ferry International

Carol holds a Master of Science degree in Healthcare Management and Leadership at the University Texas at Dallas and holds a Bachelor of Science in Economics from Texas Christian University.



Talent + Communication + Performance

Aligning Accomplished Executives with Opportunities in Premier Organizations.

Our team understands the unique challenges of every client and each search – we recruit Executive Leaders that deliver on our client's goals and provide them a competitive edge while positively impacting the organizations and communities they serve.

- ✓ 90 to 120 Day Completion Rates
- ✓ 92% Candidate Retention Over 2 Years

An executive search firm with a national reach, we have the scale to ensure your needs are comprehensively met, while possessing the flexibility to tailor our approach to your search's unique challenges.

24-Month Placement Guarantee

A large graphic on the right side of the slide. It consists of a large white circle containing a photograph of a man in a dark suit standing on a rocky peak, looking out over a city skyline. A smaller blue circle overlaps the bottom-left of the white circle, containing the text "Executive Search" in white.

**Executive
Search**



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Rising Talent - Director & Manager Level Search

HARTZ Search recruits the Director and Manager level leaders – your Rising Talent – who will become your next generation Leaders.

Unique and focused Director level search experience in all facets of Healthcare and Higher Education – hospitals, medical group practices, and academic medical centers; we are experts in identifying impact candidates for succession planning.

18-Month Placement Guarantee

A woman in a white blouse and black skirt is standing on a concrete staircase, looking up at a bright, cloudy sky. The scene is framed within a large white circle. A smaller blue circle overlaps the bottom left of the white circle, containing the text "Director Search".

**Director
Search**



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The *Right* Talent, *Right* When You Need Them.

HARTZ Search partners with our clients to provide high-impact Interim Executives, Directors, and Managers that will quickly integrate with your culture, strategy, and business objectives.

- ❑ Do you have a planned or unplanned leader exiting the organization and no succession plan in place?
- ❑ Are you adding a new service line and need a hands-on leader to jump start the process?
- ❑ Do you have a project with a defined timeline and need a leader immediately, while you recruit for a permanent leader?

We know our interim talent pool, keep open communication, and provide seamless transitions from interim to permanent placements

A graphic consisting of two overlapping circles. The larger circle is white and contains a photograph of a woman in a white shirt and dark skirt standing in profile, looking out over a cityscape. Her shadow is cast on the wall behind her. The smaller circle is blue and overlaps the bottom-left of the white circle. The text "Interim Leadership" is written in white inside the blue circle.

**Interim
Leadership**



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HS Aligns accomplished talent with opportunities in premier organizations.

We combine experience, market intelligence, intuition, and a transparent process with joy for what we do; creating a fresh approach to identifying candidates who will have a profound impact on your organization and community.



TALENT

We stand apart in our ability to find the best people, swiftly and consistently. We connect clients with candidates with the common goal of improving the healthcare industry.

COMMUNICATION

We believe transparent communication is essential to establish trust and integrity throughout our search process; strong communication creates an efficient and composed search. This is accomplished while maintaining strict confidentiality with our clients and candidates. We schedule regular updates with your team to ensure ample interaction and transparency throughout the process.

PERFORMANCE

Our expertise in search optimization produces timely and enduring placement success. Industry leading completion times eliminate unnecessary costs and meet critical deadlines. We are your full-service search partner.



Talent + Communication + Performance

HS identifies leadership talent to advance your strategic initiatives.

Whatever your organization's needs – permanent talent, stability through interim leadership or creative solutions to develop your rising talent - our experienced team is a partner for your organization.

Translating your vision and market needs to achieve a competitive advantage is what we do.



SERVICE

We are committed to providing concierge service to our client and candidate partners. Our pillars of service are accessibility and responsiveness. Know that we can be reached in time of crisis, celebration or just to reconnect; we are 24/7 partners to our clients and candidates.

PARTNERS

Our organic growth extends from the partnerships we build. We forge deep and lasting relationships with our clients and candidates. We take pride in the continuing success of our candidates to build long-term trust.

EXPERT TEAM

Our team has deep industry expertise to assist our clients by advising, implementing and managing strategies and solutions that build high performing organizations. A boutique firm with a national reach, we have the scale to ensure your needs are comprehensively met, while possessing the flexibility to tailor our approach to your search's unique challenges.



Talent + Communication + Performance

Industry leading
placement guarantees –
24 months for
Executive Search
&
18 months for
Director Placements





TALENT

Dedicated to Partnership With
Clients & Candidates

Extensive Network of Top-Tier
Talent

Hands-on Search Process + Total
Candidate Engagement

Innovative & Proven Sourcing
Methods

COMMUNICATION

Decisive Recruitment Strategy

Transparency

Responsiveness

24/7 Availability

Comprehensive Progress Reports

Search Team Support

PERFORMANCE

No Surprises Search Conclusions

Enduring Placement Success -
92% Retention (2+ Years)

Industry Leading Placement
Guarantees

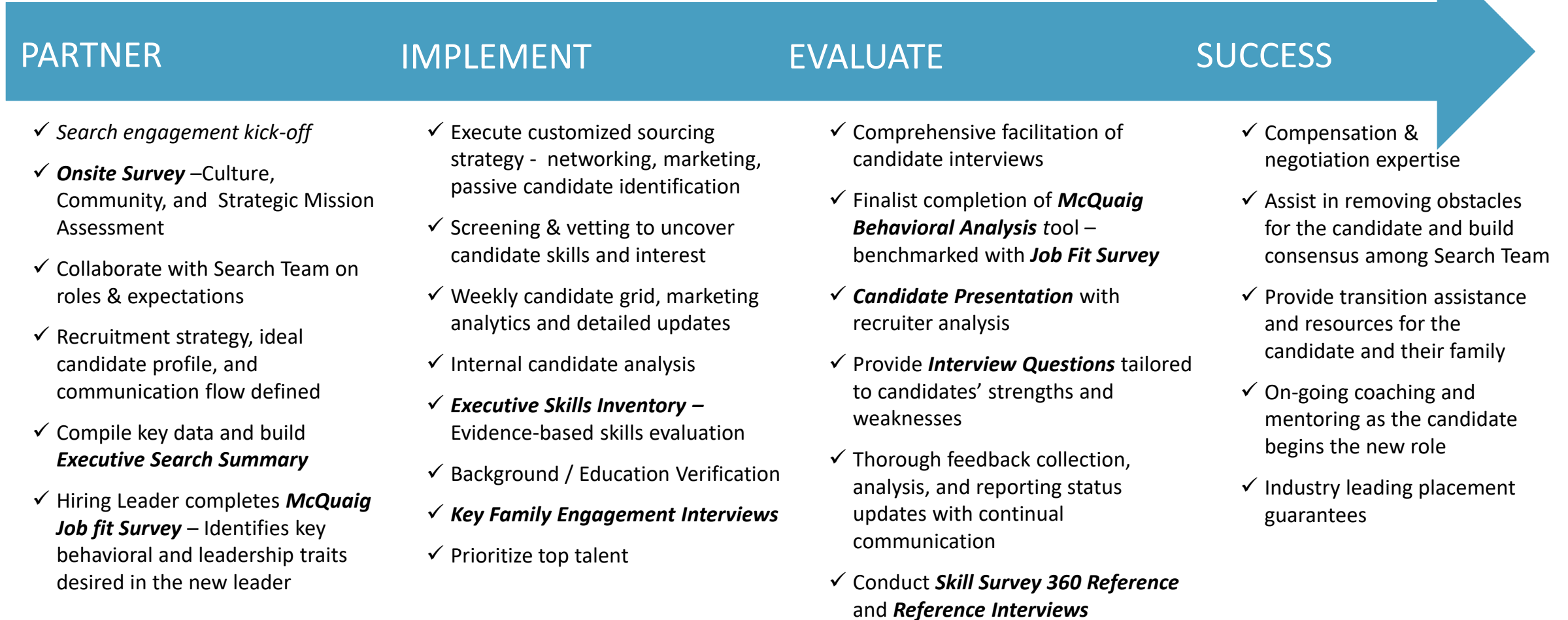
90 to 120 Day Placements

Partnership Methodology

We believe in creating a customer experience that is rooted in partnership and supported by the highest level customer service in the industry. HARTZ Search is committed to providing high-impact TALENT with transparent COMMUNICATION to out PERFORM our competitors.

CONFIDENTIAL

Search Timeline & Methodology





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Search Partner Expertise

Our core values define how we
are a true partner for each of
our clients.



TALENT SPECIALIST

High-tech approach combined with proven sourcing techniques to identifying talent.

COMMUNICATION TRANSPARENCY

Build honest and transparent communication for integrity in all dealings.

PERFORMANCE MANAGEMENT EXPERTS

Search process optimization for timely and consistent results.

DIVERSITY INCLUSION

A Balanced Workforce is a Diverse Workforce™ - we promotes diversity through dignity and respect for everyone.

EVIDENCE-BASED SEARCH PROCESS

Behavioral and performance-based evaluations to qualify candidates based on cultural fit, business objectives and core requirements combined with a vested interest in the success of our candidates, plus built-in accountability measures.

CONCIERGE SERVICE

Dedication to customer service and 24/7 availability – single point of contact.

Partnership Services

Retained Search Services	HARTZ Search Specialty	Fees & Guarantees
C-Suite / VP Level Retained Search	<ul style="list-style-type: none"> ✓ Every client is important. Every engagement is unique. Every relationship matters. ✓ All C-Level, Executive Directors and VP Positions ✓ Associate VP Level for Academic Facilities ✓ Medical Physician Leaders 	<ul style="list-style-type: none"> ✓ Retained Fee w/ Industry Standard Progressive Payments ✓ 24-Month Placement Guarantee ✓ NO Additional Administrative Fees
Rising Talent - Director Level Retained Search	<ul style="list-style-type: none"> ✓ Nursing Directors & Ancillary Services Directors, Physician Practice Operations ✓ Unique experience recruiting for Directors in all facets of healthcare, higher education, and managed services organizations ✓ Experts in identifying impact candidates for succession planning 	<ul style="list-style-type: none"> ✓ Retained Fee w/ Industry Standard Progressive Payments ✓ 18-Month Placement Guarantee ✓ NO Additional Administrative Fees
Interim Management	<ul style="list-style-type: none"> ✓ The right talent – right when you need it. ✓ Executive & Director Level - all clinical and ancillary positions and levels ✓ Not simply filling gaps – turnaround specialists and impact-makers; available immediately 	<ul style="list-style-type: none"> ✓ 90-day to 12-month+ engagements ✓ Rates based on budget and goals ✓ Creative and flexible fee schedule
Value-Add Strategic Partnerships	<ul style="list-style-type: none"> ✓ Physician Services – Practice Management/Turnaround ✓ Revenue Cycle Improvement – Inpatient & Outpatient ✓ Leadership Development & Certified Executive Coaches ✓ Outplacement & Coaching 	





EVERY CLIENT IS IMPORTANT.
EVERY ENGAGEMENT IS UNIQUE.
EVERY RELATIONSHIP MATTERS.

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TALENT ACQUISITION PERFORMANCE ASSESSMENT(TAPA)

CHALLENGES WE SOLVE.

TALENT ACQUISITION
CANDIDATE EXPERIENCE
EMPLOYEE ENGAGEMENT
CHANGE MANAGEMENT
DIVERSITY & INCLUSION
BRAND PLANNING
CONTENT PLATFORMS



HOW WE SOLVE THEM.

EMPLOYER BRAND NARRATIVE
STORYTELLING & CURATED CONTENT SYSTEMS
CULTURE TRANSFORMATION
CROSS CHANNEL EXPERIENCE DESIGN
ACTIVATION & CHANNEL PLANNING
CAMPAIGN & MEDIA PLANNING
TECHNOLOGY ENABLEMENT

WHAT WE DO



TREETOP TALENT'S STRATEGIC PROCESS

Talent Acquisition Performance Assessment (TAPA)



TreeTop takes a customizable 2-Phase Approach:

1. Assessment & Analysis
2. Change Management & Implementation

Phase 1: Assessment & Analysis

- Begin analysis by benchmarking your Inbound and Outbound sourcing strategies – focusing on: cost, responsiveness, productivity, efficiency and quality of hire
- Assess the organization's structural ability to support current and future hiring demands through analysis of budget, professional and technological resources available
- Assess the TA Department's and systems workflow, including each stage of the Staffing process (Search, Hire, Orientation, and ongoing Management)
- Assess the Voice of the Customer (focusing on three customer segments: Hiring Managers, New Hires and Non-Hired Applicants)
- Assess the organization's commitment to Diversity recruitment
- Assess the organization's Employer Brand, EVP, Recruitment Marketing Technology, Social Media Presence and Sourcing Solutions

Phase 2: Change Management & Implementation

- Formal report and presentation of analysis findings & tailored recommendations
- Provide targeted improvement strategy and detailed implementation plan
- Benchmark your organization's best practices against other top healthcare organizations, and provide continuous improvement sessions
- Using performance metrics and expert industry knowledge we provide annual optimization strategies and emerging trends analysis
- Share industry leading practices and networking opportunities with thought-leaders

SAMPLE: Recommendations to Improve Talent Acquisition Function





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