



Global Executive Recruiting for Asset and Wealth Management







AT THE TOP, There's only Room for the Best.

WHAT WE DO?

Retained Executive Search specializing in Asset and Wealth Management



Traditional
Retained Executive
Search
Core focus of our
business



WE – Women
Executives
As a womanowned executive
search firm, we are
a natural
champion of
diversity and
gender balance
(put WBNENC logo
here)



US – Unbundled
Search
A cost-effective
alternative to fullservice search



Talent Mapping
Building an
effective talent
pipeline for future
hires and
succession
planning



Who we are



ELLEN C. KINLIN Founder & President

- Internationally recognized recruiting specialist in Asset & Wealth Management
- Proprietary candidate base most comprehensive in the Industry
- Three decades of experience and known Thought Leader

Ellen is a supporter of many educational and charitable organizations: *Cystic Fibrosis Foundation, Nativity Preparatory School, CCA, Boston College, Suffolk University, Boys and Girls Club of America* and *National Alliance on Mental Illness.*

Ellen has served on multiple nonprofit boards, including *Cape Cod Academy* and *Invest in Girls*.

2018
Launched
[KTM] Kinlin Talent
Mapping

2012 Launched *WE – Women Executives*

1988 Founder, *The* Kinlin Company, Inc. 1985
Founder, J. Robert
Scott (subsidiary of
Fidelity
Investments)

1983
President,
TeleSearch (sold to Fidelity
Investments)

1981 Founder, *TeleSearch*



Who we are



BETSY K. EDWARDS

Co-founder, Senior Research

Associate – Unbundled Services (US)

Prior experience includes seven years of recruiting experience at *Beacon Hill Staffing*, *Fidelity Investments* and *The Kinlin Company*. Betsy obtained her MBA from *Suffolk University Sawyer School* of Business in 2012.

Oversight for the Unbundled search practice

Focused on middle management searches

Provides Custom Research and Candidate Development Services include all follow-up and feedback as well as reference checking Hourly or fixed fee rate



Who we are

The Kinlin Company, Inc.



Exceptional completion rate with roster of repeat clients



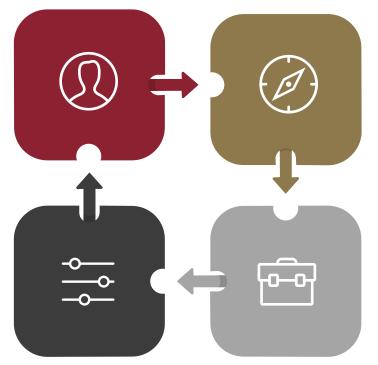
Top 100 woman-led business – Babson College Center for Women's Leadership and The Commonwealth Institute





Traditional Retained Executive Search: Exclusive focus on Asset and Wealth Management

Specializing in the recruitment of senior level talent only



Decades of experience allows access to top-tier talent

Unparalleled service and focused attention

Small start-ups to multinational asset managers



WE: Premier recruiter of top female talent





WE - Women Executives



Specialized recruitment of senior-level female executives in Asset and Wealth Management



Unparalleled access to diverse candidates



Dynamic social media presence

We have built a network and community of experienced female executives to ensure that women are well represented as part of the diverse slate of candidates we present for every search we undertake.



US: Alternative to full-service search





US – Unbundled Service

- Specializing in the recruitment of middle management in all functional areas
- Compensation ranging from \$250K to \$500K
- Cost-effective solution to recruiting passive middle management
- Short list for client interview
- Includes follow up and feedback



Talent Mapping: To support strategic talent initiatives

Use Talent Mapping to:



Support succession planning



Ensure management continuity



Enable benchmarking



Grow successor talent



Replace faltering talent



Systematic yet flexible approach

Our Process:

Position Specification

We work with you to define the position.

Candidate Interview and Evaluation

Video conferences or in-person interviews.

Position Specification

We work with you to define the position.















Needs Assessment

We listen to all key voices to identify the position's scope. We conduct an onsite analysis.

Research and Candidate Development

Personalized research and screening for each candidate and to identify top talent.

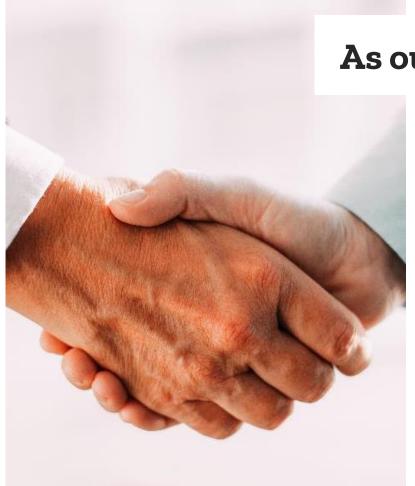
Presentation of Candidates

Written, confidential report on each prospective candidate.

Referencing

We gather reference information, including conversations with superiors, subordinates and peers.





As our partner, you benefit.



SPECIALIZATION

Exclusive focus on executive-level assignments.



STAFF STABILITY

Expertise of 10+ years throughout our organization.



PERSONAL SERVICE

Ellen Kinlin conducts all candidate interviews.



DIVERSITY

Diverse candidates for each position, with passion for supporting women in the workplace and clients.



FEW BARRIERS

Self-imposed limits on the number of assignments



ACCOUNTABILITY

Final retainer due upon successful results only.



Sample Assignments

DISTRIBUTION/SALES/MARKETING

President, Wirehouse Distribution	\$ 1.5	М
Global Chief of Sales, Marketing and Client Service- Institutional	\$3	M
COO, Retail Business	\$ 1.85	М
MD, Institutional Sales	\$ 1.5	М
Global Head of Product Development	\$ 2	М
Head, Institutional Business	\$ 2.5	М
President, Retirement Services	\$ 1.5	М
Chief Marketing Officer	\$ 1	М
Partner, Institutional Sales-Hedge Funds	\$ 2	М

INVESTMENT MANAGEMENT

Senior Portfolio Manager, Large Cap Growth	\$ 1	M
Senior Portfolio Manager, High Yield	\$ 600,000	
Team Leader, Growth Equities	\$3	M
CIO, Equity Division	\$ 5	M
Group Head, Treasuries	\$ 1.2	M
Senior Portfolio Manager, Small Cap Growth	\$ 1.5	М
CIO, Fixed Income	\$ 4	M
Sector Head, Bonds	\$ 950,000	
Global Head of Research	\$3	M

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Partial Client list







Contact Us

The Kinlin Company, Inc.

ELLEN C. KINLIN,

Founder and President

Office: 508-420-1165

Cell: 508-360-2053

eck@kinlin.com

