



Global Executive Recruiting for Asset and Wealth Management



THE KINLIN COMPANY, INC.
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 woman-owned 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 full-service 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*.

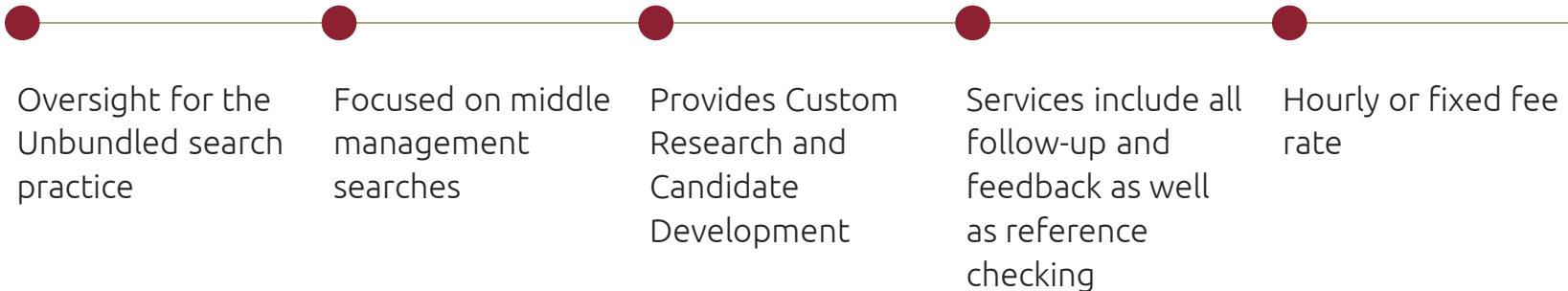


Who we are



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.



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

Selective:

No more than...



12

assignments
per year



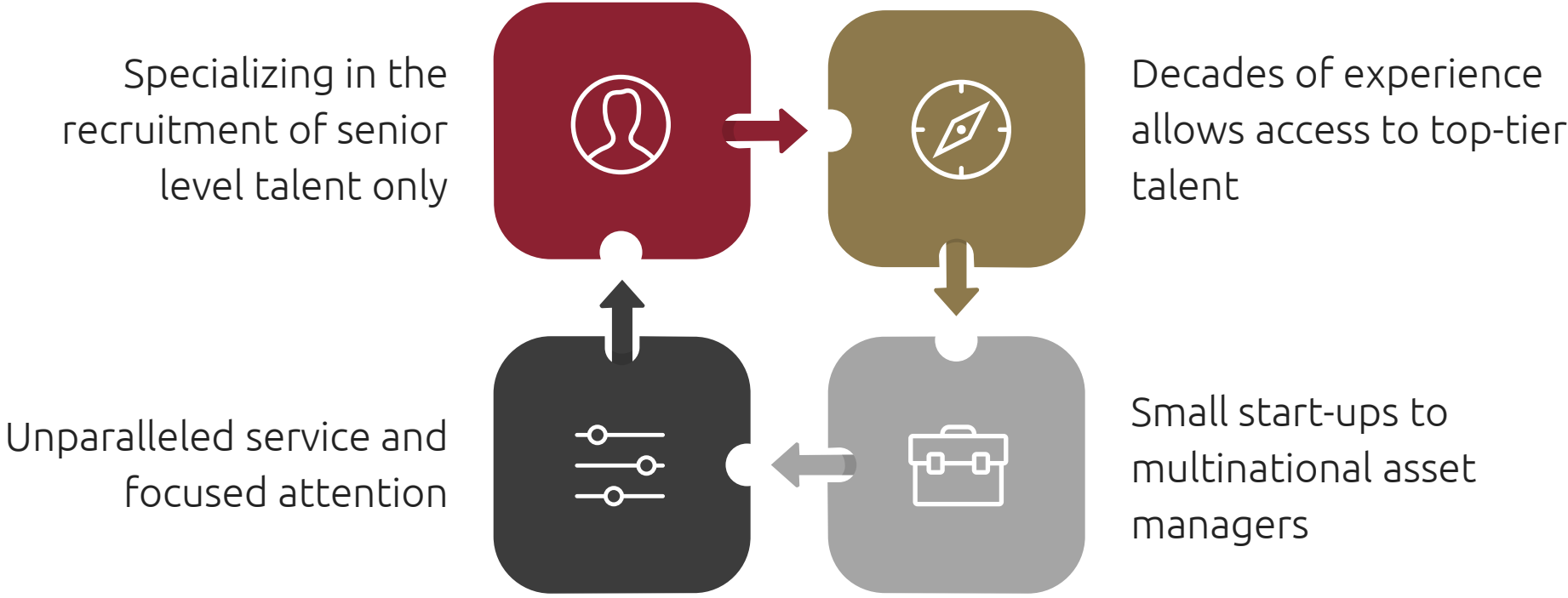
3

searches at a
time





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



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



US – Unbundled Service

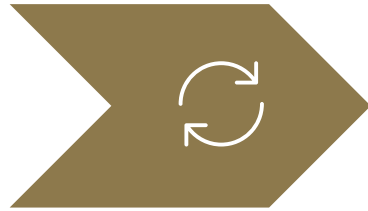
- Specializing in the recruitment of middle management in all functional areas
- Compensation ranging from \$250K to \$500K
- Cost-effective solution to recruiting passive middle management
- Short list for client interview
- Includes follow up and feedback

Talent Mapping: To support strategic talent initiatives

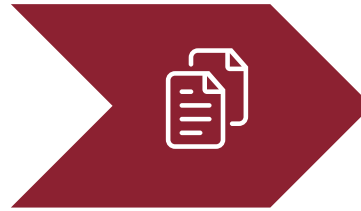
Use Talent Mapping to:



Support succession
planning



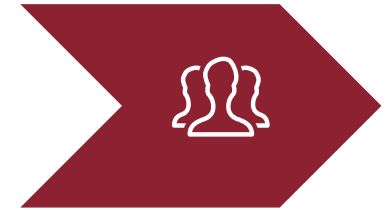
Ensure management
continuity



Enable
benchmarking



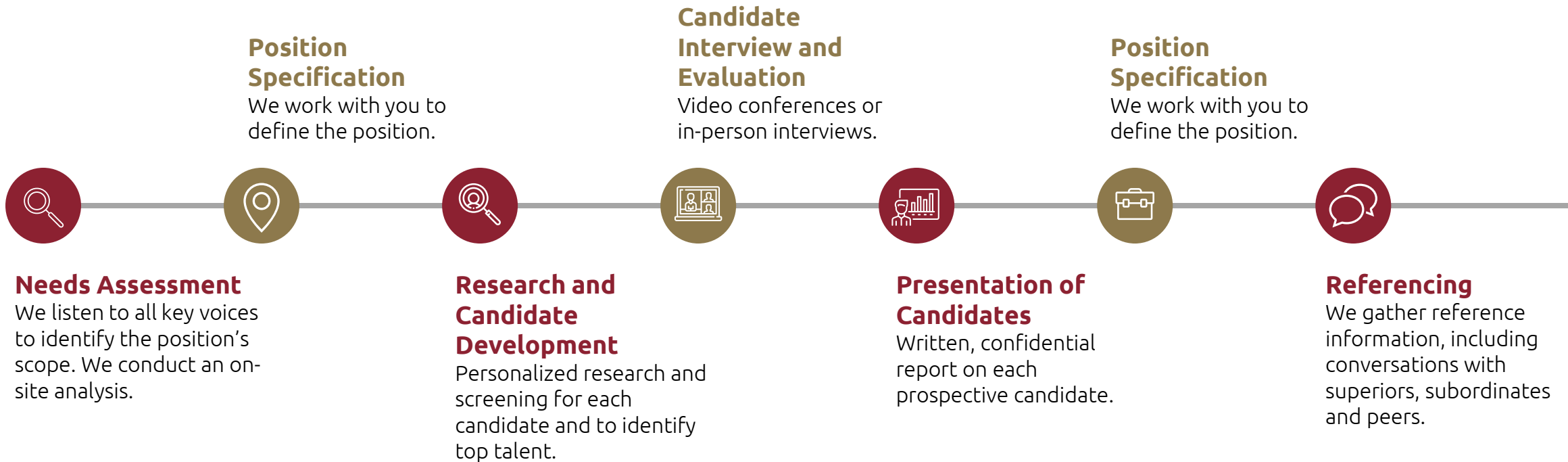
Grow successor
talent



Replace faltering
talent

Systematic yet flexible approach

Our Process:





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

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	M
CIO, Fixed Income	\$ 4	M
Sector Head, Bonds	\$ 950,000	
Global Head of Research	\$ 3	M



Partial Client list





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Contact Us

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WOMEN EXECUTIVES
A division of The Kinlin Company, Inc.