

People. Platforms. Perspectives.

Ropella connects them all together

> Ropella 360 serves as Strategic Advisors to PE Firms, Middle Market, and Fortune 500 clients from across the globe.

Providing People for Executive Search, as well as Platform Search and Perspectives Search, while helping grow your great company faster. We do so through strategically considered Industry/Market/Product specific introductions to A-players and Level 5, Transformational C-Suite Leaders, and SME Advisors. For those requiring the highest levels of value creation, working with Ropella means leveraging the world's best Leaders and uncovering untapped growth opportunities and proprietary M&A deals to drive more significant investor ROI.

The Ropella 360 Suite

Your own personal SuperConnector resource...
providing SEARCH Services for:



People

The Right Executives

Identifying A-player & Level 5,
Transformational Leaders as:

- Board Members
- C-Suite Executives
- Key Leaders & Team Builders
- PE Leadership
- Interim SMEs & Consultants



Platforms

The Right Company

Partnering with Founders,
Innovators & Investors on:

- Sourcing Backable Execs
- Buy-Side Deal Flow
- Sell-Side Transactions
- Strategic Partnerships



Perspectives

The Right Information

Directing XCAVATE Search
Strategy for:

- Company List Building
- Executive List Building
- Sell-Side Transactions
- List Sorting & Prioritizing

Our Clients **MIDDLE MARKET • FORTUNE 500 • PRIVATE EQUITY**

Ropella is proud to have served thousands of clients worldwide over the past 35 years.

They are typically chemical, material science, and consumer products manufacturers and all types of general industrial companies, along with the PE investors sponsoring them.



Ropella 360 has been very helpful to our firm as they have completed two CEO and two information searches in the last eight months. Having previously worked for a leading executive search firm (Russell Reynolds) and utilized multiple others, I can tell you Ropella's SMART Search System is world class and delivered extremely high-quality and fast results. I highly recommend their strategic "search" capabilities and relationship building skills.

Chris Wright

Partner, Alderman Enterprises

WHY ROPELLA 360

The SMART Search SystemSM 3-Stage/12-Step Hiring Process



SMARTSM
Search System
Recruit smarter. Not harder.

It's like Six Sigma for Executive Search — it drives quality and speed. Ropella has become the world's leading executive search and consulting firm specializing in the chemical, consumer products, and technology industries. We attribute our success to our proprietary, 12-step recruitment process, The SMART Search SystemSM.

The SMART Search SystemSM has revolutionized hiring in the same way Six Sigma revolutionized manufacturing. We've invested 35 years into researching best practices, developing our own tools, and continuously improving our SMART Search SystemSM to provide our clients precise and predictable hiring results—unparalleled in the search industry.

The SMART Search SystemSM drives quality and then speed. It helps us find highly specialized executives you can't effectively recruit on your own in about 10 business days. It impacts an organization's long-term success, enhances their employer brand, and yields a greater quality of hire.

In Partnership, We Achieve Risk-free ROI

THE RIGHT HIRE™ GUARANTEE We guarantee your hire is *The Right Hire* or we'll rerun your search at no charge.



10

Business Days to
Qualified Candidates



80%

First Offer
Acceptance Rate



48

Days Speed
to Placement



95%

Search
Completion Rate



98%

Long Term
Stick Rate



36%

One Year
Promotion Rate



65%

Annual Rate of
Repeat Business



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