



Research Contracted By: **Robbie Ropella, CEO, The Ropella Group**
Research Completed By: **Xena Nguyen, Director of Research, XCAVATE**

Research Strategy Overview:

The Ropella Group has requested that XCAVATE present them with a Research Strategy Overview for targeting applicable candidates for a retained search to fill the role of *CEO* for their client, Integrity Partners Group (IPG).

Candidates must have in order of priority:

- 20+ years of specialty chemical industry experience.
- 10+ years of executive leadership experience in the specialty chemical distribution industry.
- Strong operational and commercial development skills; experience with negotiations, mergers and acquisitions, and growth management.
- Proven track-record of commercial growth and value-creation through innovation.
- Distributor relationship management skills proven by a vast network of specialty chemical connections.
- Ability to tap into network to source opportunities for growth.

Company Targets:

Target Pool A have been identified and is described below:

* indicates targets provided by the client company. These will receive research priority.

Pool A is Small to Mid-Market Specialty Chemical Distributors:

- Avatar Corporation
- Barton Solvents
- Greenfield Global (Pharmco)*
- Azelis*
- EMCO Chemical Distributors
- Helm

- ICC Chemical Company
- Lincoln Chemical Corporation
- Mays Chemical
- Palmer Holland
- PVS Chemicals
- IMCD*
- Maroon Group*
- Nexeo
- Parchem
- Tilley Company*

Target Job Titles:

- President
- Chief Executive Officer
- Executive Vice President
- Vice President / General Manager
- Commercial Vice President
- Managing Director

Contacts with applicable backgrounds will also be gathered, regardless of title, as they are identified through the course of research.

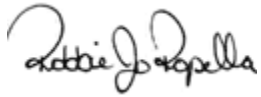
Key Words and Search Terms:

- Mergers and Acquisitions
- Distribution
- Private Equity
- Growth Management
- Executive Leadership
- Sales
- Commercial Responsibility
- Specialty Chemicals
- Relationship Management
- Negotiation
- Operations Management

These keywords were identified through research, info gathering with the hiring manager, the Search Prep Questionnaire, and by researching the IPG website. If there are any search terms that should be added or removed, please let us know as soon as possible as this helps narrow the target for the ideal candidate.

Please note: Research will begin when the XCAVATE team receives approval (indicated by signing below) of this Research Strategy from the Ropella team, and their client, IPG. The Ropella team is responsible for sharing any desired changes in the research plan.

I have thoroughly reviewed and approve the Research Strategy presented in this document:



Ropella Group Representative Signature

Date

Integrity Partners Group Representative Signature

Date