

KORN/FERRY INTERNATIONAL

THE MARKET

Attracting, retaining, and developing talent stands at the top of the agenda of corporate suites around the world. The global war for talent is driven by shrinking birth rates in North America and Western Europe, unprecedented demand for senior management in Asia, declining employee tenure across all industries, and increasing demand for knowledge workers fueled by relentless technological innovation. World-class organizations have long understood that human capital is growing increasingly more valuable than financial capital. These firms strive to not only identify and recruit exceptional professionals, but also to assess, develop, and retain executive talent in a fiercely competitive job market.

In this environment of increasing global demand, Korn/Ferry has worked aggressively to meet the expanding talent needs of the marketplace. With Fiscal Year 2007 revenues of \$672 million, Korn/Ferry International (NYSE: KFY) is a premier global provider of talent management solutions, with more than 70 offices in 40 countries.

ACHIEVEMENTS

Korn/Ferry has long been recognized as one of the world's leading executive recruitment firms. In 2006, the company was named the No. 1 global executive search firm by both Hunt-Scanlon Advisors and Kennedy Information Services, the two leading industry research analysts.

Since the firm's inception, clients have trusted Korn/Ferry to help them recruit world-class leadership talent. Building on this heritage, today Korn/Ferry has responded to the needs of its clients by broadening its solutions in order to add value at each stage of the executive employee life cycle. Its diversified suite of offerings enables clients to attract, deploy, develop, retain, and reward their most valuable asset: their human capital.

With this growth, Korn/Ferry has emerged as a true industry pioneer, and has garnered praise as the leading firm across a variety of markets and sectors worldwide.

HISTORY

For almost 40 years, Korn/Ferry International has provided solutions to many of the world's leading organizations, large and small, public and private,



to craft successful human capital strategies and solutions. The firm's seamless global network, time-proven search process, and broad industry and regional expertise combine to ensure that our clients maintain a competitive advantage through their people.

Founded by Lester Korn and Richard Ferry in 1969, Korn/Ferry International is headquartered in Los Angeles, California.

THE PRODUCT

Korn/Ferry offers clients an array of leadership and development services. The company's talent management solutions encompass not only executive search, but also CEO and Board Services, Futurestep, and Leadership Development Solutions. Korn/Ferry believes that clients would prefer to work with fewer trusted part-

ners for multiple needs; thus, their comprehensive suite of services provides a single source to attract and bring on board new leaders, and to assist with their ongoing development.

The largest global network of specialized consultants, unique multiproduct offerings, cutting-edge technology, and unparalleled levels of quality and client satisfaction enable Korn/Ferry to maximize human capital potential for its clients and for individuals.

not-for-profit, government, and academia. The firm has been resolute in its focus: to place and develop the best and most talented leaders for its clients. Korn/Ferry strives to achieve excellence by taking the time to understand each client's unique culture, attributes, and needs, and to find and develop executives who will not only fit within the organization, but also have the ability to lead and transform it.

Korn/Ferry has filled more than 100,000 executive-level positions, including board directors, CEOs, CFOs, COOs, CIOs, and other senior officers. Today, Korn/Ferry provides services ranging from corporate governance and

CEO recruitment to executive search, outsourced recruiting through its Futurestep subsidiary, and talent management solutions through Leadership Development Solutions (LDS). LDS products and services include strategic management assessment, executive coaching, team development, competency modeling, and succession planning.

Korn/Ferry consultants based in offices across North America, Latin America, Europe, the Middle East, Africa, and Asia Pacific work closely with clients and candidates

#1 Executive SEARCH FIRM



Executive Search

Utilizing the world's largest network of executive search consultants, researchers, and support professionals, Korn/Ferry's teams are aligned by industry and functional expertise, as well as by geography. Korn/Ferry leverages this global footprint and market specialization with cutting-edge technology to seek out and deliver the best talent for its clients.

The company's search consultants operate in a highly specialized global team of more than 30 market sectors and functional areas of expertise. Industry experience, local networks, and unparalleled professional contacts guarantee the highest levels of service — and the most effective solutions.

Korn/Ferry clients also benefit from the firm's proprietary matching tool, Search AssessmentSM, an online assessment methodology that matches candidates against statistically validated best-in-class profiles. Search AssessmentSM allows clients to see beyond a candidate's interviewing skills, and gain insight into how a candidate behaves and reacts to real-world situations.

Leadership Development Solutions

Korn/Ferry views leadership development as an ongoing process that must be aligned with our clients' strategic goals and culture. The firm combines scientifically validated behavioral assessments, world-class consulting, and unique competency tools to ensure success. Using this approach, Korn/Ferry has developed a range of solutions to assist clients with the assessment and development of leaders and to close the gap between leadership competencies and business strategy. These solutions include:

- Executive Coaching — enhancing the effectiveness of key talent via high performance and developmental coaching
- Merger Integration — assessing and integrating talent pursuant to a merger or acquisition
- Management and Team Development — assessing and enhancing the effectiveness of senior managers and leadership teams
- Succession Planning — identifying and assessing future leaders and developing them for success



Futurestep

Futurestep, a Korn/Ferry company, is a global leader in outsourced recruitment for middle management professionals. Companies worldwide from every major industry turn to Korn/Ferry for help with attracting the highest-quality mid-level talent. Futurestep's process leverages a multi-channel sourcing strategy and a global database of more than 1 million prescreened professionals to provide a diverse set of candidates.

Futurestep is considered a global pioneer in the burgeoning Recruitment Process Outsourcing

(RPO) sector, one of the fastest-growing segments of the talent management solutions industry. On a worldwide level, Futurestep currently offers a multitiered portfolio of customized solutions, including RPO, Project Recruitment, Interim Solutions, and Mid-Level Search.

Integrated Services

For its global clients, Korn/Ferry presents a state-of-the-art approach that anticipates the evolving talent management needs of business around the world. The company's Integrated Services program is a strategic account management solution for major international clients. Providing seamless access to Executive Search and other Korn/Ferry products, Integrated Services is an efficient, unified talent management solution for multinational organizations. Clients benefit from a dedicated team of local relationship managers, services tailored to clients' specific hiring and assessment objectives, and customized reporting and metrics.

RECENT DEVELOPMENTS

In 2006, Korn/Ferry acquired Lominger International, one of the best-known and most



respected providers of research-based tools that help individuals and organizations develop leadership skills. As the most significant non-search-related acquisition in the firm's history, the acquisition helps Korn/Ferry better serve the diverse talent management needs of its clients with world-class developmental programs.

Korn/Ferry also completed the acquisition of LeaderSource Ltd., a premier Minneapolis-based coaching firm, to strengthen its coaching capabilities and further develop its on-boarding offering for clients.

PROMOTION

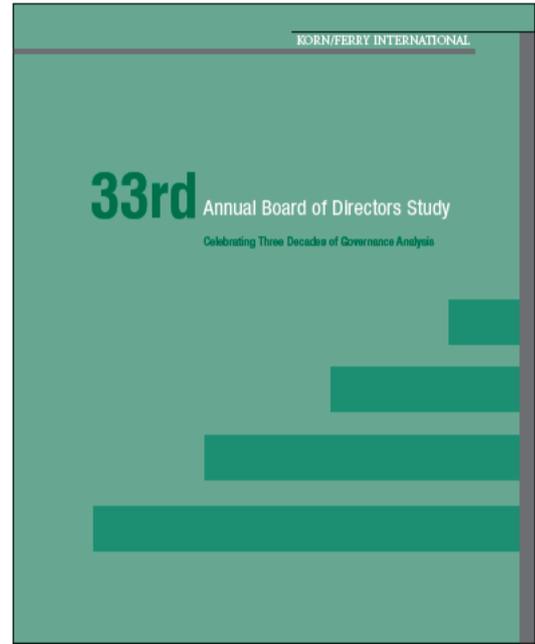
A core staff of marketing professionals holds worldwide responsibility for the Korn/Ferry brand image and overall marketing effort. The department oversees advertising, public relations, marketing, investor relations, branding and positioning, event planning, media relations, and internal communications around the globe.

Korn/Ferry prides itself on building a base of thought leadership to assist companies around the world in tackling their human capital challenges. The firm's partners regularly produce white papers, articles, and publications on emerging topics across industries and geographies around the world.

To this end, the firm recently established the Korn/Ferry Institute, a think tank dedicated to creating a world-class body of knowledge related to talent management issues by publishing state-of-the-art research on leadership and by promoting a global dialogue on the war for talent.

Korn/Ferry's flagship research project is its annual Global Board of Directors Study, which provides analysis on the composition and changes among the boards of the world's biggest companies. It is regarded as an industry benchmark and is now in its 33rd year of publication.

Senior leadership and consultants from Korn/Ferry frequently speak at leading trade and industry forums, and often serve as resources for media outlets globally, including CNN, the *Financial Times*, the *Economist*, and the *Wall Street Journal*.



Korn/Ferry has been internationally recognized as the premier search firm around the world, providing a full suite of solutions for HR managers and executives alike.

BRAND VALUES

Continually striving to exceed client and candidate expectations, Korn/Ferry's consultants are committed to providing the highest level of service in the talent management solutions industry, delivering unparalleled reach, expertise, and results in the recruitment and development of world-class leadership teams.

Korn/Ferry was built on quality, integrity, and teamwork — values that define the very core of the organization.

Korn/Ferry stresses four key values in every aspect of its offerings:

- Integrity and respect
- Teamwork and collaboration
- Personal accountability
- Open and honest communication

THINGS YOU DIDN'T KNOW ABOUT KORN/FERRY

- "Talking too much" is the No. 1 fatal executive interview flaw, according to a survey of Korn/Ferry recruiters around the world.
- With the opening of its Tokyo office in 1973, Korn/Ferry became the first U.S.-based executive search firm to operate in Asia.
- *Time* magazine ran a full-page story on Korn/Ferry in 1984 entitled "Invasion of the Body Snatchers" that focused on the emergence of senior-level headhunters.
- In 1994, Korn/Ferry became the first executive search firm to install a nationwide videoconferencing system to facilitate candidate interviewing.