



d. hilton associates inc.

**human resources
executive recruiting
retention and retirement
market research
marketing and advertising
mergers**

9450 grogan's mill road, suite 200
the woodlands, texas 77380
toll free: 800.367.0433
fax: 281.292.8893
www.dhilton.com



d. hilton associates inc.

executive recruiting



Six Specialties, One Focus... Your Credit Union

From the moment D. Hilton Associates Inc. (DHA) opened its doors in 1985, its mission was defined: it would help credit unions to meet the challenges of a rapidly changing financial services marketplace. As a result, even in its earliest days, the firm provided a variety of services to clients.

DHA continues to pursue this mission today. Over the years, as the company has grown and expanded, its work has been aligned into six practice areas:

- Human Resources**
- Executive Recruiting**
- Retention and Retirement**
- Market Research**
- Marketing and Advertising**
- Mergers**

In addition, DHA continues to diversify and expand its offerings with additional projects outside of these areas that utilize cross-functional teams or the special abilities of one or more staff members.

Executive Recruiting Products

Chief Executive Officer Searches*

DHA works with the credit union's board of directors or its designated executive search committee on the CEO search. The recruiters assigned to work with a project begin by assisting the volunteers involved in the search to articulate the skill sets and talents that are most vital to the future President/CEO. Each of DHA's CEO search projects is designed to:

- Ensure the organization's ongoing stability by identifying and helping to place the most qualified individual, based on the credit union's selection criteria.

- Ensure that the selection process does not waste the time of credit union representatives.

- Ensure a smooth transition that reduces the new executive's learning curve.

- Ensure that the credit union maintains control of the selection process at all times.

While DHA identifies a final slate of candidates for the credit union, it never attempts to influence the selection process by ranking them. Nor does DHA attend interviews of the final candidates by the credit union, giving the credit union's search team the best opportunity possible to assess each candidate's fit with the credit union's culture.

Senior Executive Searches*

DHA works with the credit union's human resources department or chief executive officer on searches for senior level executives. In other respects, the search process is similar to the process employed in CEO searches. As with the CEO search, DHA serves as a resource to the credit union in identifying the most appropriate candidates available and interesting them in applying for the position. It handles many of the paper-intensive, detail-oriented, day-to-day tasks involved in the search while ensuring that the credit union remains firmly in control of the process.

Other Management Position Searches

DHA coordinates with the credit union's human resources staff to conduct searches for other executive level employees. DHA serves as a resource to the credit union in identifying the most appropriate candidates available and attracting them to apply for the position. It also handles many of the paper-intensive, tedious, routine tasks involved in the search while ensuring that the credit union remains firmly in control of the process. The credit union determines the scope of the search and maintains control of search time frames. A 12-month guarantee is provided.

d. hilton associates*

Promise to You

We set the industry standard. Since 1985, D. Hilton Associates has been launching new initiatives and pioneering processes for the credit union industry.

We are independent. We do not maintain an ownership position in any company that provides products and services to the credit union industry.

We work exclusively with credit unions. Rather than splitting our focus, we keep it strictly on one industry. We devote full energy to providing our credit union clients with specialized expertise tailored to the demands of the industry.

We offer a full-time, in-house staff. DHA's professional staff members have outstanding credentials and experience in their areas of expertise, and they devote their entire workday to client projects.

We value our client relationships. Our goal is long-lasting partnerships with our clients. We know credit unions are in business to provide service to members and we respect our clients' need to make this their priority.

We conduct the project for a fixed fee. Our prices are set on a flat-fee basis that reflects the complexity, timeframes and scope of the project. Our clients always know the scope and price of the project before we begin.

We are the most qualified firm in the business.

No other firm—and certainly no individual—working with credit unions today offers the breadth and depth of services D. Hilton Associates provides.

*Guaranteed Search: Because of our experience in the industry and faith in our search methodology, DHA guarantees all of its senior executive placements for two years from the executive's start date with the credit union (and longer guarantee periods are offered for some positions). If an executive DHA places with a credit union leaves its staff for any reason within 24 months of his or her start date, DHA will repeat the search and locate a replacement at no charge to the credit union.