

Newsletter

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Update

2008 has been a year of exciting change for Snowdon Tate. Beth Cauldwell and Lucy Theaker joined from Norman Broadbent's Industrial Practice as Partners, giving us presence in the industrial, B2B services and logistics sectors and adding more strategic thinking into our Board room to take us to the next level of our ambitious growth plans. The current economic climate is without a doubt affecting everyone. But with lateral thinking, exploration of emerging markets and through ensuring that our network keeps communicating, we're confident that we are well-placed to help our business partners to weather the storm and we're looking forward to an exciting few years ahead.

"Beth and Lucy bring with them valuable expertise in very complementary market sectors." David Sneesby, Partner

TRANSEARCH International

Developing a global presence is an area we see as critical to the success of any search business, and we are delighted to announce our membership of the TRANSEARCH International network. Founded in 1982, TRANSEARCH International is one of the leading executive search organisations in the world. Headquartered in Europe and global members of the Association of Executive Search Consultants (AESC),

TRANSEARCH International is represented in The Americas, Asia Pacific, Europe, Middle East and Africa. Such a strong global presence allows the delivery of excellent services to companies around the world, covering all of the major industry sectors.

"We're delighted to be part of TRANSEARCH International and are very excited about the benefits we can bring to clients and candidates alike." Alastair Paton, Partner

We are very pleased and proud to have been invited to join TRANSEARCH International. In these challenging economic times it is imperative that exceptional talent can be brought into a business and nurtured to its fullest potential. We're really excited about the benefits that this important

partnership will bring to our clients and our candidates on the global stage. All parts of our network, clients and candidates alike, will benefit greatly from this structure as we now have access to the most relevant resources and relationships, wherever they may exist in the world.

Meet the new Partners

Beth Cauldwell

A graduate in French, Beth began her career with Exel Logistics. After ten years in industry Beth entered search, specialising in the logistics and supply chain sector. Beth then joined MSL Search and Selection and following its acquisition of MSL by TMP set up their Supply Chain Practice which she grew to be one of the largest of its kind, with specialist teams of consultants based across the UK. Beth joined Norman Broadbent in 2003 as Managing Director for the newly-formed Industrial Practice, and



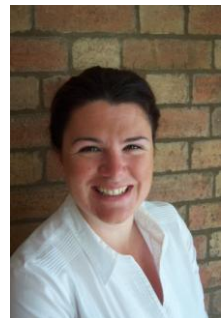
over five years built this up into a highly successful business with centres of excellence in London, Birmingham and Leeds.

An executive search professional, Beth has successfully completed many senior and board level assignments across all functions, with a particular expertise in supply chain and logistics. A Chartered Fellow of the Chartered Institute of Logistics & Transport and an Affiliate of the Chartered Institute of Purchasing & Supply, Beth has had articles published in the Daily Telegraph and in various professional journals and is a recognised expert in her field. Beth is an Alumna of Warwick Business School having obtained the Post-Graduate Diploma in Human Resource Management.

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Lucy Theaker

A graduate of Lancaster University, Lucy entered recruitment in 1998 and has spent most of her career in the recruitment field. She joined the Industrial Practice with Norman Broadbent Executive Search in 2006 and quickly became the company's youngest Director. Lucy's search experience covers all functions of the executive leadership team across a broad range of sectors, including engineering, manufacturing, hospitality and wellbeing, business to business services and technology. She is also a qualified psychometric profiler and is fluent in business French.



Lucy is an active member of the Institute of Directors and was elected on to the Board of the IoD's Young Directors Forum for the Midlands in 2008, with whom she is currently championing business language in schools and judging young entrepreneur awards. She is a qualified PADI SCUBA Instructor and as a result is also a passionate environmentalist, driving Norman Broadbent's initiative to become the first accredited Carbon Neutral Executive Search firm in 2006.

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A Word from the Partners

We hope you've found this newsletter useful and we'd love to hear any further thoughts you have on how we can improve it. 2009 promises to be an interesting year, as Confucius would say, but we know that there is opportunity in difficult times and we look forward to working with you over the coming year.

Best wishes

Lucy Theaker, Beth Cauldwell, Alastair Paton and David Sneesby

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