



XCEO Toner

July 14, 2015

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Once Again, XCEO Delivers: Industry is No Barrier to Board Diversity - XCEO Partners with Technology Board to Recruit Highly Qualified Female Director

XCEO, the premier governance and leadership partner for boards of directors and executives, successfully placed a female director candidate with a strong senior executive, financial and international background on the board of a large technology manufacturing firm through its proprietary search process.

Board *nivel*[™] is XCEO's one-of-a-kind, data-driven, personalized, four-step approach that respects both the board and the candidates being considered, identifying valuable individuals who complement and enhance the board's existing skills, experiences and attributes, and setting the selected candidate up for future success.

Each board has unique needs, which necessitate a unique search. Many boards want to experience the benefit of a diverse board, but are rightly unwilling to compromise other important criteria. Because of this, many boards in traditionally male-dominated industries believe it is difficult to identify female director candidates who are not already on several boards.

XCEO conducted a search for just such a board – a large technology manufacturing firm that was searching for a female financial expert with senior executive, international and industry experience. Although it initially appeared that there were few candidates available, XCEO used personalized data to clarify the board's essential criteria, and sourced several high-quality candidates from a variety of backgrounds.

Throughout this innovative process, XCEO also worked with the candidates to ensure that the outcome of the succession process would be beneficial to all parties. In the end, the board elected a female CEO with strong financial expertise and significant international experience who had previously served as a CFO. The board found that these qualifications positioned her to contribute significant value without experience specific to the industry.

Dr. Curtis J. Crawford, President and CEO of XCEO, said, "We are delighted to have helped this technology firm realize its commitment to board diversity by identifying a highly qualified female candidate who may have been overlooked by traditional board recruiting firms. We are also honored to continue to serve as a partner to this board in delivering maximum shareowner value through Enlightened Governance[™]."

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XCEO redefines the relationship between the board of directors and its service providers through Board Point™, the application of its Integrated Board Leadership Process in all of its products and services. Board nivel, XCEO's unique, tailored, data-centric approach to board recruiting, is a foundational component of Board Point.

About XCEO Inc. (<http://www.xceo.net>)

XCEO Inc. partners with corporate and public sector boards and directors to fulfill all of their governance needs, including individual director development, board recruiting and on-boarding services, automated performance assessments and a secure board portal for increased efficiency, communication and collaboration. XCEO also partners with senior executives on personal leadership, entrepreneurial initiatives, professional advancement strategies and board positioning. Founded in 2003, XCEO serves clients ranging from Silicon Valley start-ups to Fortune 500 companies.

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