

XCEO Toner

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Once Again XCEO Delivers: Technology CEO Reinforces Strong Industry Insight

XCEO, the premier governance and leadership partner for boards of directors and executives, successfully placed a director candidate through its proprietary search process. The client sought a candidate that was currently a sitting Chief Executive Officer (CEO), who had formerly served as a Chief Operating Officer (COO), Chief Technology Officer (CTO) or Chief Marketing Officer (CMO). Ultimately, the elected director who is the CEO of a prominent solar company, has strategic, competitive/market insights and substantial experience with customers.

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. XCEO identifies valuable individuals who complement and enhance the board's existing skills, experiences and attributes, and sets the selected candidate up for future success. Each board has unique needs, which necessitate a unique search.

XCEO concluded a search for a client in the hardware technology space, specifically focused on optical components and materials. Interested in a sitting CEO, this search was difficult because of the breadth of skills and experiences requested by the board, and the difficulty of finding current CEOs in the industry that were not conflicted and have the interest and support for service. In fact, several of the top-tiered candidates ultimately had a conflict therefore requiring their withdrawal from the search. Fortunately, the XCEO team considered nearly 200 candidates. Of those interesting candidates, we personally contacted nearly 50 and ultimately determined that 12 candidates lined up well with the clients specification.

The candidate selected had a great mix of competitive analysis, long-range strategic development, a technical background and global experience. Proving to be a wonderful fit, the new director also had a tremendous understanding of manufacturing, business development and an undisputable track record of industry success.

The President and CEO of XCEO, Dr. Curtis J. Crawford said, "Each board presents a unique set of challenges, but we are delighted that our clients are thrilled with this search. Even with a specific and lengthy list of skills, experiences and attributes desired, we were able to think strategically about a long-term fit for the board where not only

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would this candidate immediately add value, but continue to enhance contribution to the organization, increasing shareholder value in the long-term. As a first-time, independent director, we are confident we will see this individual on many boards for many years to come."

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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