



XCEO Toner

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Once Again XCEO Delivers: Industry Depth From a Former CFO

XCEO, the premier governance and leadership partner for boards of directors and executives, successfully placed a director candidate for a \$4B technology hardware company looking to add industry and financial expertise 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. 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.

Focusing on large-scale financial expertise in the technology sector, the recently concluded search was a success as XCEO was able to find several strong candidates who met each of the criteria outlined by the board. A retired executive, the nominated director is an accomplished former Chief Financial Officer (CFO) with experience at several large, public as well as two private technology firms. Focusing on this candidate's business strategy, manufacturing and financial modeling and planning skills, the board is looking to augment its ability to provide guidance to management as it moves into new markets.

Adding industry depth was challenging for XCEO as there were several candidates who were conflicted, or may have had a conflict in the future. Taking the time to really investigate available candidates who were suited for this board was imperative to concluding this search in an effective and timely manner. Even within the technology industry, XCEO employed a comprehensive review of the various markets, suppliers, customers, manufacturers and resellers in order to hone in on what exact experience would be most valuable to the board.

The President and CEO of XCEO, Dr. Curtis J. Crawford said, "Although there were several outstanding candidates for the board to consider, we were pleased to employ a unique approach to evaluating the specific attributes, skills and experiences that were

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going to positively impact the board. Having a deep understanding of the technology industry and many unique connections to key players in the space amplified this search from outstanding to remarkable."

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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