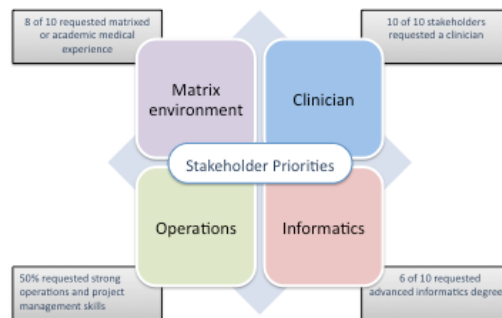


CastLight Search Three-Step Search Process

Step One: Alignment

We align with the client goals. If beneficial, we directly interview key stakeholders to assure consensus on the core objectives of the role. Based on these discussions we provide three documents to the client to assure we are aligned with their goals. These documents guide the search process.

- **Role Specification:** This may be complemented by a video document.
- **Timeline:** Pace of the search is determined at the onset and milestones scheduled.
- **Leadership Quadrant**, (sample below), provides a diagram of the key skills needed to achieve the goals of the role. This can be achieved through a consensus building process with stakeholders if beneficial.



Step Two: Canvas the Market

We provide clients an assessment of the market of candidates at the onset of the search. Then, usually over a period of thirty - sixty days, we present highly targeted candidates that have been carefully screened and interviewed for the client's direct assessment. Each candidate is presented with an Executive Profile which includes a snapshot of the candidate's relevant skills and overall fit for the role. This may be supported with third party assessment tools.

Step Three: Candidate Assessment / Decision

As final candidates are interviewed and final on-site visits are completed, a comprehensive 360-degree reference feedback report are provided. At the same time, we reconfirm key qualifiers such as compensation, relocation details, and start date to ensure successful closure.