



EARLY
COCHRAN
& OLSON

FINDING LEADERS FOR LEADERS™

EARLY COCHRAN & OLSON LLC

Early Cochran & Olson LLC, founded in 1985, serves a national clientele of public and private companies, conducting systematic searches for senior lawyers.

Our Mission:

Helping clients attract and hire the best legal talent for their organization.

- **Each of the firm's principals offers more than 25 years of retained search experience in the legal profession.** We understand how legal departments are structured and function, experienced with optimal structures and leadership across industries and organizations.

Our Distinction:

Candor, thoroughness and careful judgment are what clients most value, ensuring their trust and repeat business.

- **We are uniquely positioned to witness change and progression in the legal profession,** offering clients the advantage of our knowledge of trends and implications.
- **Our principals are directly involved in every aspect of every engagement.** We work with clients to thoroughly understand their business – structure, culture and future direction. We do more than deliver qualified candidates, we help to ensure the best fit for long-term success.



RELATIONSHIP-DRIVEN EXECUTIVE SEARCH

Our Fundamental Belief:

Relationship-driven executive search is best practice. Client interaction over time leads to consistency of quality and an understanding of culture. We get to know our clients—and they know us.

“I’ve been on both sides of the Early Cochran & Olson action. Having been recruited by them, and having found stellar colleagues via ECO searches, I can say without hesitation that Early Cochran & Olson is a search firm extraordinaire. The Principals are diligent, responsive, thorough and strategic. They get to know your business and then dig hard and strategically for candidates who are a perfect fit. Early Cochran & Olson is the “go to” search firm for us, and never disappoints.”

Audrey Rubin, Vice President, Chief Operating Officer, Aon Global Law, Aon plc

“Early Cochran & Olson has completed multiple assignments for Beam Suntory and has proven to be more than just a good search firm, they are truly our business partners. They do the work necessary to understand our goals and the type of person who will be successful in our company. We are extremely pleased with their processes and more importantly their results. We entrust all our US searches to ECO and highly recommend the firm. Early Cochran & Olson is not the biggest name in legal search, but in our opinion they are the best.”

Kent Rose, Chief Administrative Officer, Senior Vice President, General Counsel and Secretary, Beam Suntory

REPRESENTATIVE CLIENT LIST

Aon plc	Guggenheim Partners	Pella Corporation
Aon Hewitt	Hamilton Beach/Proctor-Silex	Raytheon Company
Barton Brands	International Paper	Rohm & Haas
BASF Corporation	International Rectifier	Ruth's Hospitality Group
Beam Suntory Inc.	Koch Industries Inc.	S.C. Johnson
Bechtel Corporation	KPMG	Snap-on Incorporated
Brown-Forman Corporation	Limited Brands	Sony/BMG
Diageo, PLC	Mead Corporation	SPX Corporation
Duchossois Industries Inc.	Midas International	TreeHouse Foods, Inc.
First Midwest Bancorp, Inc.	Mutual of Omaha Insurance Company	Tyson Foods
Entergy Corporation	NBC	United Stationers, Inc.
Fortune Brands	Newell Rubbermaid	The University of Illinois
General Electric Company	Old Republic International Corporation	W.W. Grainger
General Housewares	Owens-Illinois	YUM! Brands, Inc.
General Mills, Inc.	Payless ShoeSource, Inc.	



SEARCH PROCESS Indicative Timeline

WEEK ONE TO TWO	WEEK THREE TO SIX	WEEK SIX AND ONGOING	SEARCH COMPLETION
FOLLOW THROUGH			
<p>Client meeting(s) to launch engagement</p> <p>Position specifications created and approved</p> <p>Research initiated to identify candidates</p>	<p>Ongoing candidate development, screening and evaluation</p> <p>Verification of credentials</p> <p>Preparation of candidate recommendations</p>	<p>Presentation of candidate panel</p> <p>Client interviews</p> <p>Reference checks and follow-up</p>	<p>Recruitment of final candidate</p> <p>Assistance with offer negotiation and acceptance</p> <p>Reference check report completed</p> <p>Search Closure</p>

SEARCH PROCESS Approach & Management

The first objective is to thoroughly understand your business—your structure, culture and future direction. Access to key executives and senior management in your organization ensures that we see your needs through your eyes.

A detailed position description is developed, assurance that your search parameters are exacting, realistic and competitive. Custom-creating your candidate target list from research, our network and our proprietary database, **we approach highly qualified lawyers** cultivating their interest in the opportunity—typically, top talent is not out looking for a new position.

When **we present your candidate panel**, we cite reasons for each recommendation, providing detailed written rationale as well. If requested, we help structure and coordinate the candidate interview process and facilitate compensation negotiations. **We complete a detailed reference check**, in addition to confirming a potential candidate's academic credentials and bar admission.

Throughout the process, both client and candidate contact is conducted in as timely and candid a manner as possible to assist all concerned to maintain the momentum and make informed decisions.



CORINNE COCHRAN Principal

Thirty years of executive search experience, specialized in recruiting lawyers since 1983.

Serves a variety of industry leaders from Fortune 500 to boutique ventures.

EXECUTIVE SEARCH EXPERIENCE

- Career dedicated to executive search, from conducting research to principal responsible for the placement of Chief Legal Officers.
- A seasoned approach and well-honed intuition have proven successful in recruiting senior lawyers for major corporations and law firms.
- Experience with a variety of industries including defense, manufacturing, high technology and biotechnology.
- A keen eye and premonition for market trends cultivated from a significant network of colleagues and friends.
- Highly regarded for cultivating the trust to help both domestic and foreign companies build law departments from the ground up, and for assisting more entrepreneurial companies with the hire of their first General Counsel.

EDUCATION

The Principia College, B.A. English, 1981

PROFESSIONAL AND CIVIC ACTIVITIES

Has served in leadership and board positions in numerous civic and community organizations over 30 years.



B. TUCKER OLSON Principal

A lawyer with 25 years of executive search consulting services to law firms and companies of all sizes and across all industry segments. Trusted advisor committed to client success.

EXECUTIVE SEARCH EXPERIENCE

- Numerous engagements from General Counsel, Division General Counsel to key staff lawyers.
- Substantial experience integrating lawyers into business teams. Regularly consults with corporate legal departments on structure and service issues.
- Provides search services to help corporate law departments build staffs in key areas such as intellectual property, real estate, litigation and M&A.

OTHER EXPERIENCE

Served as Executive Vice President – Law for a leading trade association, with extensive involvement representing the retail industry before the Illinois legislature and local governments.

EDUCATION

- Illinois Institute of Technology, Chicago-Kent College of Law, J.D. with Honors, 1979
- University of Illinois, Champaign-Urbana, BSEd with Honors, 1976

PROFESSIONAL AND CIVIC ACTIVITIES

- Member, Economic Club of Chicago
- Long-standing commitment in civic and community leadership



ENGAGEMENT STRUCTURE for Retained Search

Professional fees for our services are based on a negotiated percentage of the total first year's cash compensation package (e.g., base salary, target incentive bonus and signing bonus).

Fees and engagement expenses are billed on an equal installment basis in quarters. The first quarter of our estimated fee is due upon engagement; the second and third quarter installments are due 30 and 60 days thereafter; the final installment is adjusted to reflect the actual agreed to targeted first year's cash compensation offered to the successful candidate and is due upon search completion.

The engagement may be cancelled with an obligation for all accrued fees and expenses.

All consultant and candidate interview and travel expenses are fully reimbursable, billed at our cost. Expenses are billed separately, each month as they are incurred.

EARLY COCHRAN & OLSON Earned Recognition

- Recognized in Rites of Passage at \$100,000+ and by Executive Recruiter News as one of the Fifty Leading Retained Recruiting Firms in North America
- Interviewed on American Airline's Forbes Issues Business Forum regarding “Corporate Ethics and Sarbanes-Oxley”
- Cited in the Wall Street Journal feature article as among a small number of recruiting firms “...with unusual specialties and/or high rates of placement”
- Named a top executive search firm in BW Chicago, a Chicago-area publication from the editors of Business Week.



OUR DISTINCTION

Specialized Senior Legal Search Expertise

A partner focused on lawyer search for more than 30 years

Continuity of Involvement and Accountability

Direct involvement of firm principals from start to finish

Expansive Network of Contacts and Resources

Custom-created research necessary to identify exceptional candidates

In-Depth Client Understanding

A partner that listens and strives to understand your culture and legal needs

Rigorous Candidate Screening Process

A "no surprises" approach that assures you the right fit for long-term success



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