

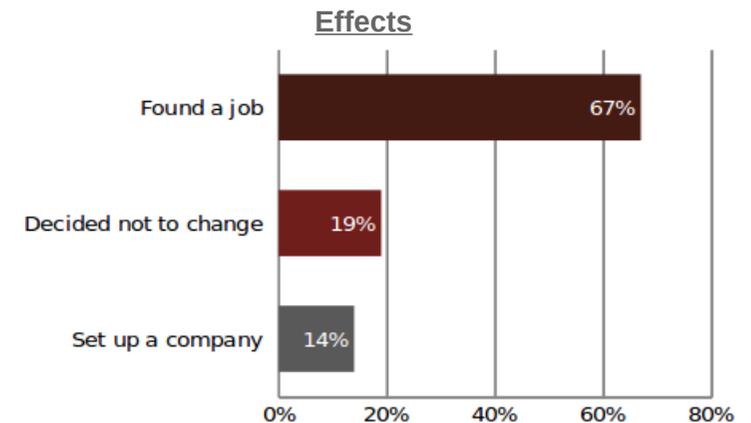
REVIEW OF OUR OBJECTIVES FROM 2013

#1: Strengthen our position nationally & continue conquering more international markets.	Achieved! We have had consultations with (top) managers from CEE, CIS, Scandinavia, DACH, Latin America, Western Europe, UK and even Australia.
#2: Publish an extended version of “Job Hunting Director”	By April 2013 we exchanged that goal for another one: grow our team to match the international demand. Meet them on the last page!
#3: Launch our blog & become one of the top 5 Executive Career blogs inter/nationally.	In progress. We launched our blog. We post at least once a week relevant content for our readership. Top 5 to come in 2014!

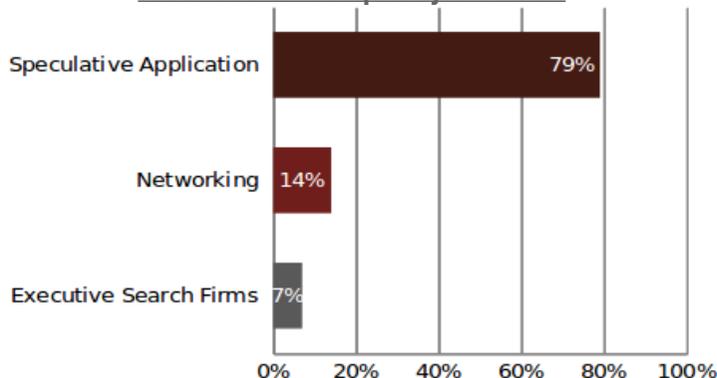
CLIENT FACTS 2013

- 15% hired us after having read our e-book or our website.
- 85% of our clients come to us thanks to word of mouth. So, **THANK YOU VERY MUCH!**

What probably interests you the most are **the effects: 67% (+5% vs 2012)** have found not just any job, but one that they are very satisfied with. 19% decided consciously to stay where they were; usually despite other job offers. Almost all of them continued working with more energy and motivation as they realized that the grass on the other side is not necessarily greener. 14% started their own company as a direct result of the whole process. The majority converted a potential employer into their first client.



Sources of accepted job offers

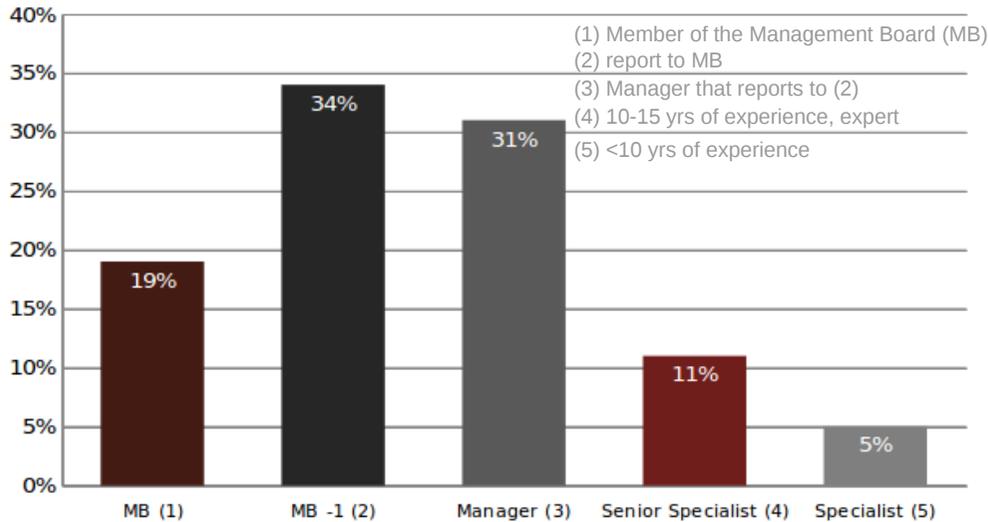


Where did the accepted job offers come from?

79% of our clients (+29% vs 2012!) accepted job offers that had been generated **by directly contacting decision makers from within their “TOP 20”** which is a list of 20+ companies they would like to work for. We usually helped them get a response rate of 50% or more; meaning that more than 1 in 2 decision makers (usually CEOs or MDs on an inter/national level) reacted to our clients' direct application although no position was advertised.

14% came from strategic **networking**. **7%** of accepted job offers were facilitated by **Executive Search Consultants**. **0%** of new contracts originated from **online job ads**. Although it is noteworthy that ads on LinkedIn.com did generate valuable interviews.

Career level



What career level are our clients?

84% (+18% vs 2012) of our clients are members of the management or report to one: CEO, CFO, CIO, CTO, COO, Managing Director, Financial Director, Sales Director, Marketing Director, IT Director, etc.

Almost one fifth of our clients are managers. 12% have the same amount of work experience, but have chosen to pursue a career as an expert. The remaining 4% are professionals with less than 10 yrs of experience who plan to become executives and have therefore decided to invest in their career development *now*.

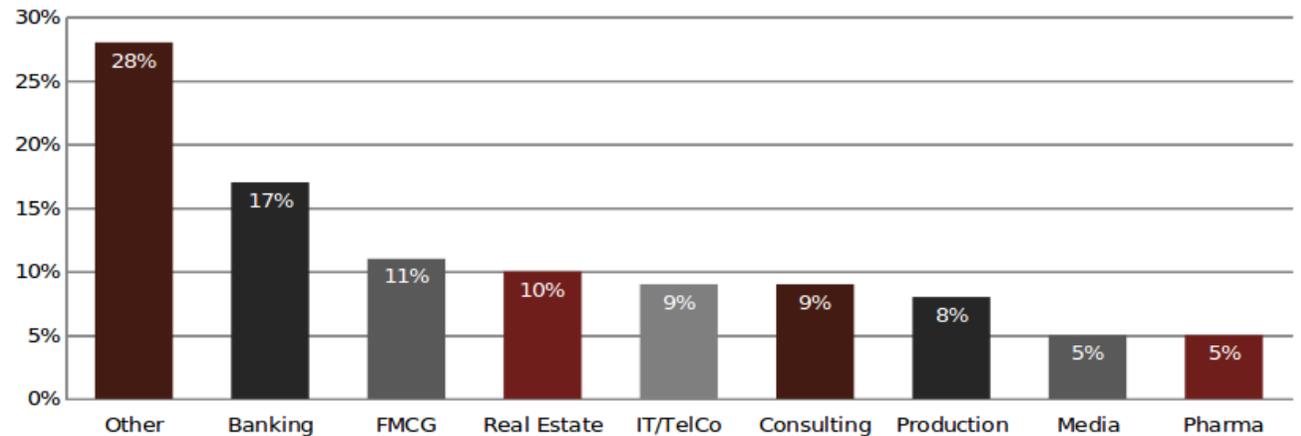
Our most experienced client was about 60 years old. Our youngest 21. The average age of our clients is 40, though usually ranging from 35 to 43. We have observed that this is a crucial moment for our clients to re-assess their career path and goals.

What areas have we conducted projects in?

The most important sectors we have operated in:

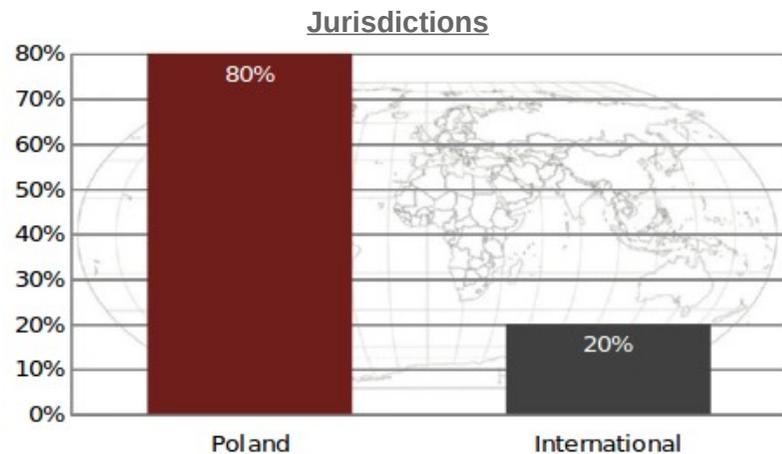
1. 28% Other: automotive, leisure, energy, etc.
2. 17% Banking, Finance & Insurance
3. 11% FMCG
4. 10% Real Estate & Construction
5. 9% IT / TelCo
6. 9% Consulting, Legal
7. 8% Production & Heavy Industry
8. 5% Media & Publishing
9. 5% Pharma

Industries



Where did our clients hire us?

80% = Poland (i.a. Warsaw, Krakow, Wrocław, Poznań, Łódź, “TriCity”)
20% = internationally*



* incl. English, German, Spanish & Russian speaking region & Scandinavia

How fast are we and our clients?

So: how long does it take our executive clients on average to find a new job?

Record minimum: 4 weeks in 2013.

Average time: 9-10 weeks, especially when following all our instructions to the letter which includes contacting decision makers directly.

Longest: 48 weeks. Some clients are very demanding and are in the comfortable position to be able to reject job offers until “the perfect one” arrives.

Please note, that we start counting the job hunting time frame once the first job application is sent with our support / advice.

What did they hire us for?

37% = Cherub Program; selected elements or rather brief consultations in the following areas: strategy meetings, preparation of a “Perfect CV”, coaching sessions, Competence Centers, Project Portfolios, list of recommended Executive Search Consultants, preparation of cover email, research of decision makers, etc.

56% = Uriel Program; (+23% vs 2012) closer co-operation where we “lead”, but the client has a significant share of contribution. Usually 20-30 hrs outsourced to Career Angels.

7% = Dibbuk Program; we do **everything** which includes preparing all application documents, incl. Project portfolio or transaction list, managing the client's Internet presence, preparation of market research, handling the correspondence with potential employers and headhunters, conducting interview simulations, status meetings and so on.

Last, but not least...

As in 2012/13 I would like to take the opportunity to thank my entire loyal team of Mini Angels and Career Angels who are making “this” possible!

I would also like to thank our clients. We have the pleasure to work with fantastic, smart, dedicated, challenging and demanding people who are open to our advice, even if it sometimes takes some convincing.

Additionally, I would like to thank every single person who in one way or another has contributed to our growth and our clients' successes!

Thank you!

Sandra Bichl
 Founder of CareerAngels.eu

OUR TEAM OF CAREER ANGELS (IN ALPHABETICAL ORDER)



Magdalena Bednarska
Poland, Spain



Sandra Bichl
International, especially DACH



Valeria Lebedieva
Ukraine, Russia, Scandinavia



Aneta Lesiak
Poland, cooperation with
Executive Search Firms

If you'd like to contact any one of us, please email us. Our email structure is FirstName.LastName@CareerAngels.eu.

Joining in January 2014



Lina Tavera
Latin America



Agnieszka Spóz-Parol
Poland



Anna Zadrożna
Poland, coaching



We are looking...
DACH region