



The Operator-Led Search: Bridging the Gap Between Search and Strategy

Traditional executive search is led by generalist recruiters; Schor Group is led by operators and governance anchors. We pair 25+ years of enterprise GTM leadership (former CRO & EVP) spanning \$1.2B/\$717M transactions and a \$1.6B IPO with 30+ years of retained search governance (1,000+ mandates) to evaluate leadership depth for PE-backed value creation.

THE 365-DAY COMMITMENT

Unconditional Baseline: Standard search covers 180 days. Our 365-day commitment shares first-year execution risk directly alongside sponsors and boards.

PERFORMANCE-BASED BILLING

Zero Hidden Markups: Flat 30% all-in fee with zero indirect or administrative surcharges. Billed 1/3 at kickoff, with \$0 further owed until your executive actually starts.

The Schor Advantage: Operator Vetting Aligned to Board Objectives & Growth Plans

Principal-led operational vetting aligned directly to Value Creation Plans.

- **100% Managing Director Execution:** Every mandate is handled directly by Managing Directors combining executive GTM leadership (former CRO & EVP) with 30+ years of search governance. Zero junior delegation or associate handoffs.
- **Proprietary Vetting & Scorecarding:** Candidates are evaluated via The Schor Six™ and Executive Mandate Scorecard™, leveraging peer-level operator backchanneling to verify actual operational impact.
- **Market Access:** A disciplined client footprint ensures direct outreach across competitor talent pools without legacy off-limits restrictions.
- **Market Mapping & Search Transparency:** Comprehensive passive market mapping paired with 24/7 client visibility into candidate pipelines via our Executive Portal.
- **Institutional Risk Alignment:** Every search is backed by a full 365-day performance commitment and a flat 30% fee structure to share first-year value-creation risk.

Strategic Focus Areas

Identifying Executive Leadership for Portfolio Companies. We evaluate candidates on operational rigor, P&L ownership, and track record execution.

- **Executive Strategy Leadership:** Chief Executive Officers, PE Operating Partners, Board Directors, and CEO succession planning.
- **Go-To-Market Leadership:** CRO, CMO, and VP Sales leadership to rebuild GTM engines, scale ARR, and drive exit readiness.
- **Cybersecurity Leadership:** CISO, Chief Product Officer, and Product Leaders across enterprise cybersecurity, cloud defense, and threat intelligence.