



## WINTER 2008

Dear Friends:

Thanks to all of you who have helped make 2007, our 18th year as an executive search firm, another successful year at Kazan International, Inc. and our most successful year ever. We also wish to extend our best wishes to each of you for a prosperous 2008!

At the JP Morgan meeting recently, a VC friend of ours suggested that we send him something from time to time to let him know what we are up to and what searches we have completed. I thought it was a great idea so this is our first electronic newsletter which we plan to send on a regular basis in the future. We hope that you enjoy the articles and information and would appreciate your insights, recommendations and suggestions for future issues.

We have completed a number of key senior level assignments during 2007 and the following are just a few examples:

<u>Company</u>	<u>Position</u>
Mpex Pharmaceuticals	CEO
Sequoia Pharmaceuticals	CEO
Ipsogen	GM, North America
IntegraGen	GM, North America
Hyperion Therapeutics	CFO
Paracelsus Technologies	CEO
Gen-Probe	SVP, Operations
Beckman Coulter	GM, Hematology
Beckman Coulter	GM, Flow Cytometry
BioReliance	VP, Global Operations
Mt. Cook Pharma	VP, Pharma Development
Mt. Cook Pharma	VP, Regulatory Affairs
MHA	VP, Pharma Data Services
Cardiac Dimensions	VP, Clinical & Regulatory Affairs
Sequenom	Director
Allon Therapeutics	VP, Business Development
Power Medical Interventions	CFO
Novartis/Chiron	VP, Commercial Operations, EMEA
Novartis/Chiron	VP, Global Marketing
BioArray Solutions	VP, Operations

As you can see, our breadth of experience spans all functional areas and market segments. We have been working closely with many of our clients to help them work through their need to not only facilitate growth but also to enhance succession planning and strength of management at both the senior management and board of director levels.

I hope that we have an opportunity to work together again soon and look forward to visiting with you personally in the near future.

Warm regards,

Neil -

J. Neil Kazan  
Office: 973.543.0300 x303  
[www.KazanSearch.com](http://www.KazanSearch.com)

## RECRUITING TRENDS

There are plenty of great candidates out there willing to explore new and exciting opportunities. In the past few years however, we have noticed that several trends have gained momentum and are occurring with greater frequency. Most of these issues have been around forever but they have become significant considerations for many candidates in recent years.

- **Relocation** – Candidates at an increasing rate seem to be more resistant to relocation. At the same time there is a greater willingness to commute long distances and cope with extended family separation. This trend has been growing for several reasons, including dual professional tracks by spouses. More and more often, both spouses are working and concerns over lost income or lack of opportunity for a trailing spouse in a new community are great concerns.

Additionally, people are starting families later and C level and VP level candidates are more likely to have younger children than in the past. Couple this with aging parents that these candidates may need to care for and the likelihood of relocation is reduced significantly.

We suggest that clients attempt to be more flexible in certain situations, and be willing to explore a combination of commuting and allowing for some telecommuting as well.

- **Shrinking Talent Pool** – More and more we have seen a trend where clients have narrowed the specs for a search to a point which has resulted in the pool of viable candidates being reduced dramatically. Everyone wants the “perfect candidate” but you can dramatically increase the pool by being a little more flexible in setting criteria. Smart, talented people with successful track records will usually figure out how to get the job done even if they come from a different market segment or industry.
- **Need for Security** – Many candidates are now telling us that they are less interested in high risk opportunities than they were previously, and also discouraged by the significant number of acquisitions and resulting staff reductions. Therefore, some candidates are less willing to change positions than they were in the past. The operating message for many now is that “the grass is not always greener on the other side.” Consider using severance agreements as one way to combat this. The standard has become 12 months for CEOs and six months for VP level management.
- **Compensation Creep** – The demand for talent has increased dramatically. As a result, salaries have risen at a level higher than in the past and at much higher levels than the normal cost of living adjustments. Being flexible with options, sign-on bonuses and relocation is often the best way to meet or exceed these expectations.

Every search and every candidate has its own issues and concerns. It has required us to work more closely with our client partners on becoming increasingly more creative. One client gave a candidate four roundtrip tickets back to the East Coast. For a family of four with Saturday night stays and advance booking, the total cost for the family on each trip was approximately \$1,200 or \$4,800 for the four trips.

The main message here was that the client cared about this family’s needs and customized a plan to help them see the family they were leaving behind. This was probably more effective than giving the candidate a \$10,000 sign on bonus!