



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.

## **Our Distinction:**

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

- **Each of the firm’s principals offers more than 20 years 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.
- **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.

*“Based on my experience with Early Cochran & Olson as a candidate, it was evident that they don't just fill a job, they find the right fit for both candidate and organization. They were my choice when we initiated a senior level search at Duchossois because of my confidence in their expertise and professionalism.”*

**Michael Flannery**, Executive Vice President and Chief Financial Officer, Duchossois Industries, Inc.

*“Over the years, I've had many opportunities to recommend Early Cochran & Olson to clients seeking senior lawyers, including those at the general counsel level. They are very knowledgeable about the legal marketplace as well as exceptionally focused and responsive.”*

**Robert Bouma**, Partner, McDermott, Will & Emery, LLP

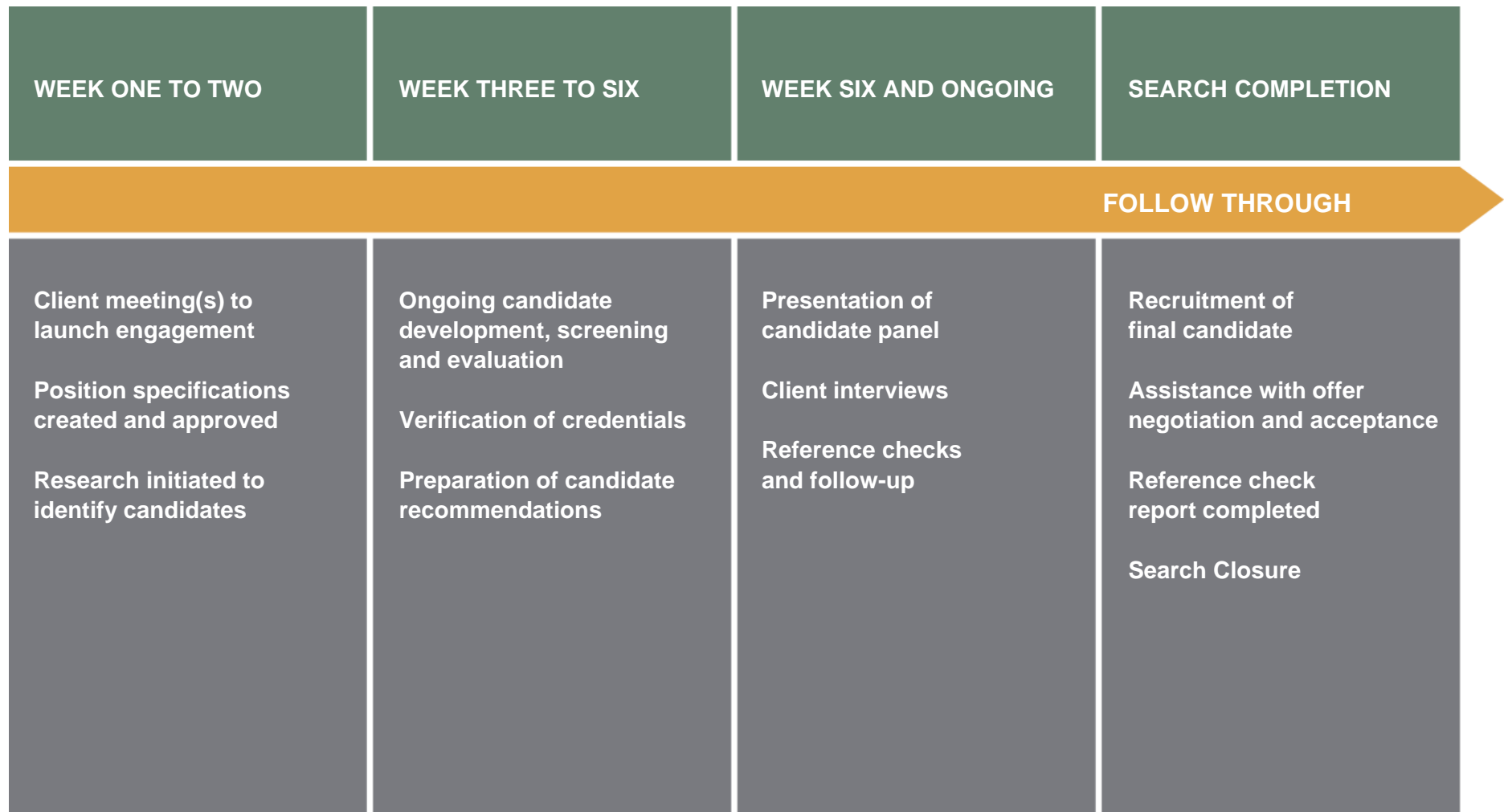
*“Early Cochran & Olson helped me with the organization and structure of my department. Their insights continually add value.”*

**John Howard**, Senior Vice President and General Counsel, W.W. Grainger, Inc.

# REPRESENTATIVE CLIENT LIST

Aon Corporation	Hamilton Beach/Proctor-Silex	Pella Corporation
Barton Brands	International Paper	Raytheon Company
BASF Corporation	International Rectifier	Rohm & Haas
Beam Global Spirits & Wine	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.
Entergy Corporation	Mutual of Omaha Insurance Company	Tyson Foods
Fortune Brands	Navigant	United Stationers, Inc.
General Electric Company	NBC	The University of Illinois
General Housewares	Newell Rubbermaid	W.W. Grainger
General Mills, Inc.	Old Republic International Corporation	YUM! Brands, Inc.
Guggenheim Partners	Payless ShoeSource, Inc.	

# SEARCH PROCESS Indicative Timeline



# 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

Twenty 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 25 years.

## B. TUCKER OLSON Principal

A lawyer with 20 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.
- Significant experience consulting with law firms on practice expansion, group acquisitions and merger possibilities.
- Provided 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 one-third 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 dedicated to legal search for more than 20 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 who 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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