

V L A A D
A N D C O M P A N Y

Financial Services Recruitment Specialists

WHAT WE DO

We provide targeted financial services recruiting

Working with both firms and candidates, our top-notch recruiters identify A-list talent for your team and offer tailored advice and solutions.

Our team combines proven search experience with deep knowledge of the financial services industry in Canada and globally.

Our team will provide you with:

- > Industry insight
- > Managed and efficient process
- > Promotion of your firm's vision
- > Accurate and market-relevant compensation data
- > Targeted search to meet your recruitment needs
- > Unwavering ethics
- > Complete sector coverage

We work with a diverse range of clients in:

- > Investment Banking and Capital Markets
- > Private Equity
- > Alternative Investment Management
- > Restructuring
- > Corporate Finance and M&A
- > Equity Research
- > Debt and Structured Finance
- > Asset/Wealth Management
- > Corporate Development
- > Compliance/Risk Management
- > Corporate/Commercial Banking

THE RIGHT CHOICE

What sets us apart

Our Brand. Our hard-earned reputation for closing the deal. Partnering with V্লাad and Company sends a message that you are serious about success.

Bill's Buzz®. Our Friday newsletter is a must-read for keeping up on what is changing in your industry. Your week has not ended until you have read *Bill's Buzz*®.

Unrivaled Knowledge. Leveraging our proprietary compensation surveys, our radar for market trends and moves results in more effective searches.

Leadership. Our experience, market insight and deep sector knowledge culminates in Canada's leading financial services recruitment firm.

Agility. Our quick response to market shifts produces a greater density of top-tier candidates.

How we help you elevate your brand

Hiring the Best. Your success comes directly from your people. We will help you build that winning team.

Our Search Selection. The way we see it, the people we put forward also represent us. We only choose searches that we are proud to stand behind.

Commitment to the Process. We stay engaged in the process from beginning to end.

OUR VALUE PILLARS

Dedication to Financial Services Clients

We have a singular focus on this industry. Our unwavering dedication to this market and knowledge of the terrain gives our clients an edge.

Commitment to Candidates

We always have time for candidates. We take the time to understand each candidate's goals and the value they bring.

No Hard Sell

We will not force a fit between the candidate and the client. We value the relationship over the deal.

**BILL'S
BUZZ[®]**

Weekly insight into the dynamic movements
within the Canadian Capital Markets

Our newsletter is the markets' destination for all capital markets related moves.

Sign up at www.vlaadco.com today!



OUR TEAM

Vlaad and Company's team is dedicated to building long-term relationships with both clients and candidates. Finding the best candidates starts with hiring the best recruiters. Meet the partners heading up our team.

Bill Vlaad, Partner

A former Investment Banker, Bill started Vlaad and Company out of his kitchen. He has an MBA from Western, which was almost as educational as being a father of two.

Mark Stipe, Partner

With 15 years of recruiting experience, Mark's focus is Investment Banking, Equity Research, Private Equity and Corporate Development. An avid runner and father of two, he splits his time between Toronto, Calgary and Vancouver.

Jean-Pierre Interlino, Partner

Jean-Pierre brings 10 years of Financial Products Sales and Corporate Finance experience to the role of running the Montreal and Eastern Canada operations of Vlaad and Company. He is a CFA charterholder with an MBA from McGill University and a B.Com from HEC. When not with his family, you can often find Jean-Pierre behind the lens working on his passion for photography.

To meet the rest of our team visit www.vlaadco.com

VLAAD

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