

NEXUS

YEAR-END

REPORT

2023

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A NOTE FROM OUR FOUNDER

As we approach the end of this remarkable year, we at Nexus Search Partners are delighted to present our Year-End Report for 2023. Nexus Search Partners embarked on its journey in January 2023 with a vision to reimagine executive search in a rapidly evolving business landscape. Today, we stand here, humbled and inspired by the incredible journey you've joined us on in just a short amount of time.

In our first five months in business, Nexus Search Partners made significant strides by successfully placing three top-tier executive roles across major corporations. These pivotal placements spanned esteemed organizations such as PositecUSA and RAND Corporation, reaffirming our commitment to matching the brightest talents with the industry's most influential and impactful roles.

Our momentum did not stop there. In the following months, we partnered with industry giants like Charlotte Pipe and Foundry Company, the nation's leading manufacturer of cast iron and plastic pipe and fittings for plumbing. Together, we worked diligently to place their Chief Human Resources Officer, a testament to our commitment to finding value-aligned talent for key leadership positions.

Furthermore, we are thrilled to share our collaboration with the YMCA of Greater Charlotte, which led to the appointment of the organization's first female CEO in its 150-year history. This milestone reflects Nexus' dedication to inclusion, diversity, and equity (ID&E) and our passion for bolstering transformative leadership opportunities. To cap off our year, we partnered with private equity firms to locate executives for portfolio companies.

As we look back on this year of growth and positive momentum, we remain grateful for the trust and confidence clients like you have placed in our hands. Our commitment to fueling your future success has paved the way for Nexus Search Partners to continue expanding our footprint across various industries, including consumer products and services, industrial manufacturing, financial services, life sciences, private equity, and technology.

In this Report, we share our milestones to date, our vision for the future, and how we plan to evolve and adapt to the ever-changing dynamics of the executive search industry. Thank you for joining us on this incredible journey. We invite you to explore this report and join us as we celebrate the successes and exciting prospects that lie ahead.

Sincerely,

Thaddeus V. Jones

Founder & Managing Partner

THE NEXUS WAY

At Nexus, we know not every executive search has a happy ending. We know that not every search is completed, not every candidate succeeds, and not every organization thrives.

But we believe that doesn't have to be the case.

We make it our mission to do everything possible to fuel the long-term success of the candidates we place and the organizations in which we place them.

We believe **diversity is a strategic imperative** for the success of a company and that quality or diversity should never be a choice.

We believe **searches should always start with a consultant who understands where you are coming from** and works to understand your specific needs.

We believe executive search **doesn't have to be a painful, cookie-cutter process**; the best process is one that meets you where you are.

We believe corporate culture can be a game changer and that **a successful candidate is one who understands and enhances your culture** and is, in turn, understood as well.

We believe the **talent we find is a core driver of your success**, and we want to do everything possible to make you—and them—as successful as possible.

We believe in **supporting nonprofits in clients' communities to build a pipeline of diverse talent** for tomorrow.

CANDIDATE SUCCESS



CANDIDATE SUCCESS

Rekha Chiruvolu

CHIEF DIVERSITY OFFICER, RAND CORPORATION



Rekha brings two decades of legal experience and diversity, equity, and inclusion (DEI) expertise to her role as Chief Diversity Officer at RAND Corporation.

One of the things that interested Rekha about this position with RAND is that it presented an opportunity to be part of an organization that is doing impactful work on some of the most important issues around the globe.

In addition to the internal DE&I work at RAND, it was also an opportunity to impact the research side to help ensure that the important work RAND is doing reflects the diversity of our global communities and the people impacted by these issues.

“Nexus’s process was open and transparent—it felt seamless,” she shared. “The team was always willing to answer my questions and made sure I was comfortable in every step of the process.”

CANDIDATE x CLIENT ALIGNMENT

- ✓ Operational Leadership
- ✓ Catalyst & Inspirational

- ✓ Workplace Diversity Champion
- ✓ Key Research Collaborator



Tim Clinkenbeard

CHRO, CHARLOTTE PIPE AND FOUNDRY COMPANY

Tim brings over 20 years of human resources experience to the role, most recently serving as the Vice President of Human Resources at Lowe's Home Improvement.

Tim collaborates with Charlotte Pipe and Foundry's officer group and divisional HR departments. His goal is to develop a deeper understanding of the company's role as an industrial manufacturing leader.

Tim coaches people leaders on the value of servant leadership when shaping organizational culture and driving worker engagement. This belief was in alignment with the teams at Charlotte Pipe and Foundry, which helped drive his desire to join.

As a multi-faceted leader, Tim has had the opportunity to influence several parts of the HR organization at companies like Justice (an Ascena Retail company), Sam's Club, Walmart, and Starbucks.

CANDIDATE x CLIENT ALIGNMENT

- ✓ Compensation & Benefits
- ✓ Labor Relations
- ✓ People Analytics
- ✓ HR Strategy

CANDIDATE SUCCESS

Sue Glass

CEO, YMCA OF GREATER CHARLOTTE



Sue Glass is a visionary leader with more than 25 years of experience in nonprofit leadership, strategic planning, and program development. Her mission is to always drive transformation and create vision for her team.

In 2018, Sue was brought in to lead the YMCA of Metropolitan Denver through a turnaround prior to—and during—COVID-19. Before joining the Denver Y, Sue spent 21 years with the American Diabetes Association (ADA) where she grew from roles at the city and state levels into a prominent regional and national leader. During her time at the ADA, Sue oversaw operations with a \$125M budget and a staff of 500 employees.

Her reputation as an innovative YMCA leader is a testament to her track record of turnarounds, revenue growth, board development, and community outreach.

CANDIDATE x CLIENT ALIGNMENT

- ✓ Operating Skill
- ✓ Community Building

- ✓ Nonprofit Management
- ✓ Team & Culture Champion



Sid Levy, Jr.

VP OF HUMAN RESOURCES, POSITEC

Sid Levy, Jr. brings decades of cross-industry leadership experience to Positec USA and oversees its human capital initiatives.

Levy's diverse background has allowed him to serve as an industry leader in human resources, brand management, and marketing—most notably as the Director of Marketing for the National Football League. Other brands Levy has worked for include the Brooklyn Nets (formerly the New Jersey Nets), Colgate-Palmolive, Nabisco Foods, and Snyder's-Lance, Inc.

Levy's career has yielded measurable results, and Nexus is thrilled to have played a role in this search. Our team looks forward to witnessing the impact Levy has on Positec's global expansion.

CANDIDATE x CLIENT ALIGNMENT

- ✓ Succession Planning
- ✓ Talent Management
- ✓ Training and Development
- ✓ Inspirational Leadership



Hanna Huffman

SVP, MARKETING & ECOMMERCE, POSITEC

Hanna Huffman, brings decades of expertise to lead digital and creative strategies from the corporation's Charlotte headquarters. Formerly SVP of Performance Marketing at Dotdash Meredith, she led high-impact affiliate programs for major brands.

Huffman's background includes pivotal roles at Red Ventures, spearheading digital transformations for renowned clients. She praises Nexus for their transparent and communicative placement process, highlighting their genuine interest in aligning her needs with employers'.

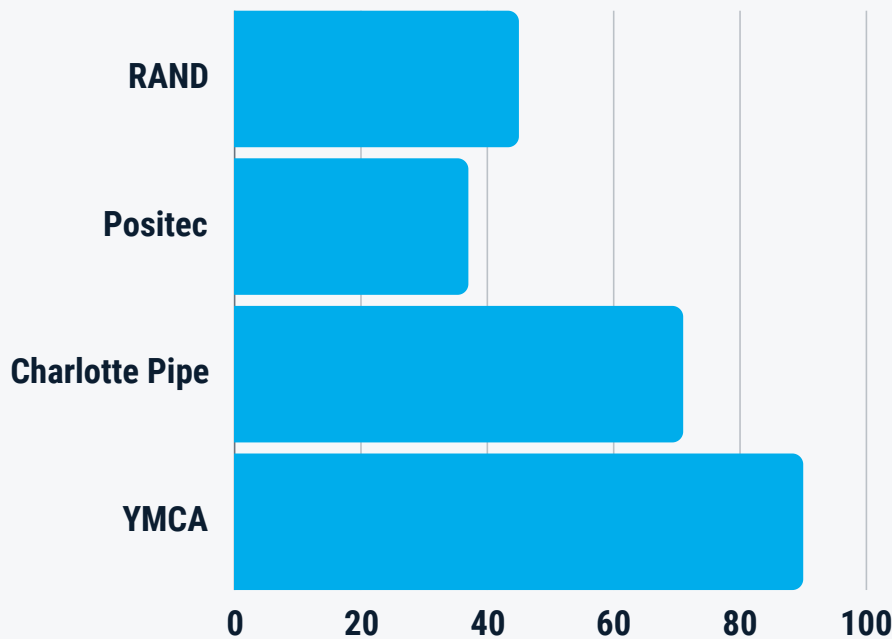
A Charlotte native, Huffman, a UNC Charlotte Belk College of Business alumna, expresses eagerness to expand product adoption in the U.S. and contribute to her community. Her commitment reflects a dual passion for professional success and local impact.

CANDIDATE x CLIENT ALIGNMENT

- ✓ Marketing
- ✓ Media Buying
- ✓ Data & Analytics
- ✓ Visionary Leader

KEY SEARCH STATISTICS

As searches vary, so do their timelines. We're proud to champion an average search length of 60 days.



6
Placements over Nexus' first 12 months in business

83%
Ethnic and gender diversity across all searches

60
Average number of days per search

We believe that prioritizing inclusion, diversity, and equity (ID&E) is a strategic imperative. By bringing together people with different backgrounds, experiences, and perspectives, we can help our clients and candidates achieve long-term success.

We are proud to share that we've achieved an 83% gender and ethnic diversity in placements in our first 12 months in business. We firmly believe that our commitment to ID&E has been a critical factor in our success, and we will continue to prioritize it in our future searches.

WHAT CLIENTS & CANDIDATES ARE SAYING

“Nexus’ dedication to thoroughly understanding our company’s culture and industry was instrumental in helping Charlotte Pipe locate a top executive leader like Tim.”

—Hooper Hardison, CEO of Charlotte Pipe and Foundry

“I am appreciative of Nexus’ transparency throughout the search process. Their detailed questions, open dialogue, and comprehensive approach helped me fully understand the impact of this role.”

—Tim Clinkenbeard, Successful Chief HR Officer Candidate

They really pushed the thinking, they were creative. They did an unbelievably thorough job vetting references. There was a level of diligence and care that created peace of mind for us.

—Diane “Di” Morais, President, Consumer & Commercial Banking, Ally Bank & Board Member, YMCA of Greater Charlotte

I am incredibly impressed with Nexus’ professionalism, dedication, and diligence. The entire process, from the initial conversations to the final negotiations, was characterized by transparency, respect, and efficiency.

—Sue Glass, Successful Chief Executive Officer Candidate

“I think all organizations can deliver diverse slates, but with Nexus, you don’t have to ask—they just deliver.

—Michael Jones, CEO of Positec North America

“Nexus’ process was open and transparent—it felt seamless. The team was always willing to answer my questions and made sure I was comfortable in every step of the process.”

—Rekha Chiruvolu, Successful Chief Diversity Officer Candidate

CHARITABLE GIVING

Fueling Success. Empowering Futures.

To lead is to empower. That's why Nexus dedicates a portion of its annual revenue to local communities, charitable organizations, and mentorship programs.

This year, we were honored to support the YMCA of Greater Charlotte, Road to Hire, The Salvation Army Boys and Girls Club of Greater Charlotte, and KIPP North Carolina. We care deeply about people, culture, and community. Our success puts us in a position to help pave the way for future generations and support organizations that align with our purpose-driven values of accountability, commitment, compassion, diversity of talent, inclusiveness, and integrity.



Road to Hire



DOING THE MOST GOOD®



BOYS & GIRLS CLUBS OF GREATER CHARLOTTE

KIPP NORTH CAROLINA PUBLIC SCHOOLS

THANK YOU FOR PARTNERING WITH US ON OUR MISSION TO REIMAGINE EXECUTIVE SEARCH



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