



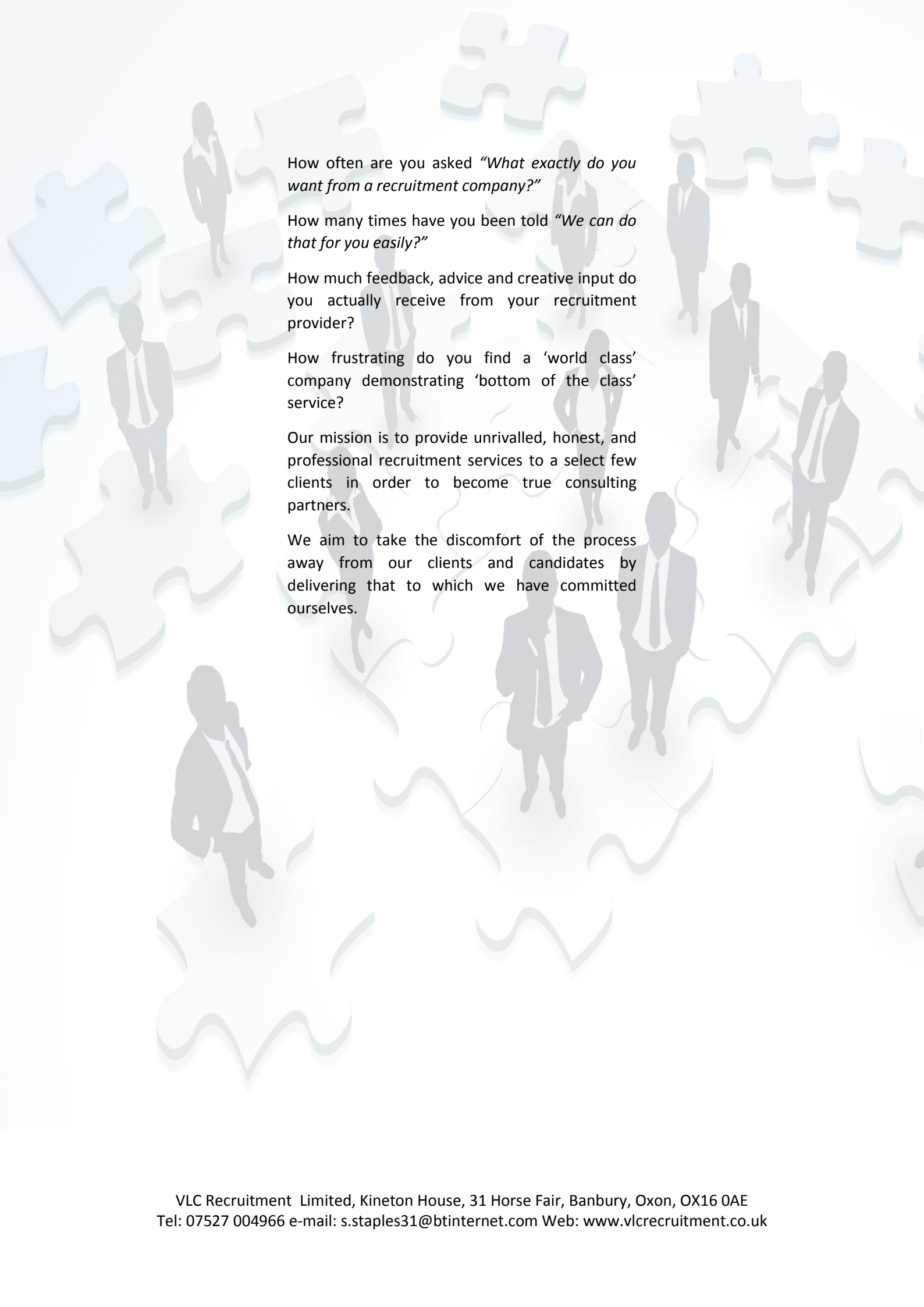
VLC Recruitment Ltd is one of the UK's premier recruitment consultancies specialising in the Retail Head Office sector.

Experience, industry knowledge, professionalism, integrity and success are some of the key reasons why VLC should be the first choice for clients and candidates. Whether briefing an assignment or searching for a new position, the team at VLC will demonstrate the benefits of partnering with a niche specialist.

At VLC, candidates are not commodities and clients are partners.

Our passion to provide consulting excellence drives the success of the business with unique requirements being understood and acted upon.

VLC believes that profit should be a by-product of good service rather than the sole purpose of a company's existence.



How often are you asked *“What exactly do you want from a recruitment company?”*

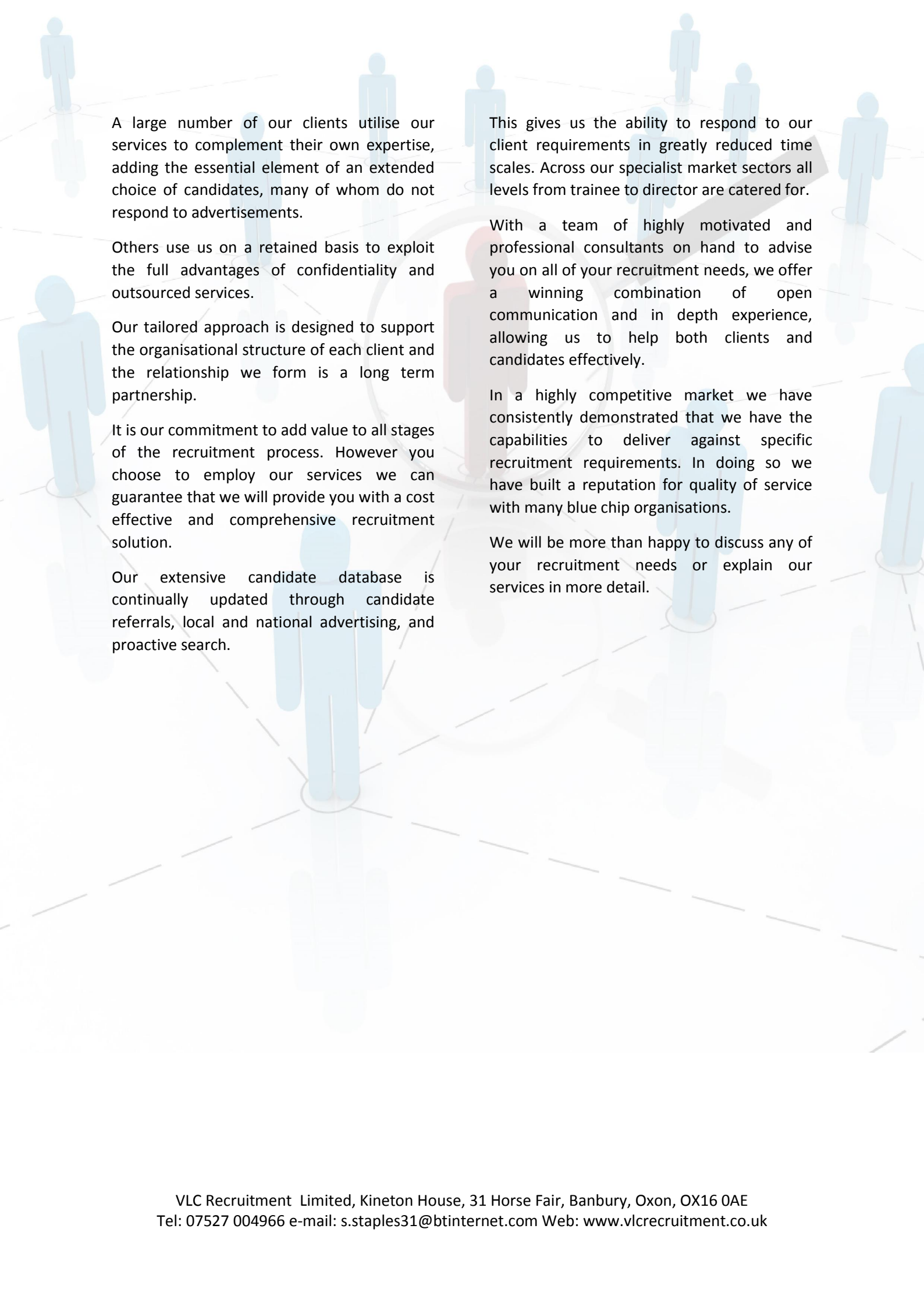
How many times have you been told *“We can do that for you easily?”*

How much feedback, advice and creative input do you actually receive from your recruitment provider?

How frustrating do you find a ‘world class’ company demonstrating ‘bottom of the class’ service?

Our mission is to provide unrivalled, honest, and professional recruitment services to a select few clients in order to become true consulting partners.

We aim to take the discomfort of the process away from our clients and candidates by delivering that to which we have committed ourselves.

The background features a network of stylized human figures in light blue and red, connected by dashed lines. The figures are arranged in a circular pattern, with some in the foreground and others fading into the background. The overall theme is human connection and networking.

A large number of our clients utilise our services to complement their own expertise, adding the essential element of an extended choice of candidates, many of whom do not respond to advertisements.

Others use us on a retained basis to exploit the full advantages of confidentiality and outsourced services.

Our tailored approach is designed to support the organisational structure of each client and the relationship we form is a long term partnership.

It is our commitment to add value to all stages of the recruitment process. However you choose to employ our services we can guarantee that we will provide you with a cost effective and comprehensive recruitment solution.

Our extensive candidate database is continually updated through candidate referrals, local and national advertising, and proactive search.

This gives us the ability to respond to our client requirements in greatly reduced time scales. Across our specialist market sectors all levels from trainee to director are catered for.

With a team of highly motivated and professional consultants on hand to advise you on all of your recruitment needs, we offer a winning combination of open communication and in depth experience, allowing us to help both clients and candidates effectively.

In a highly competitive market we have consistently demonstrated that we have the capabilities to deliver against specific recruitment requirements. In doing so we have built a reputation for quality of service with many blue chip organisations.

We will be more than happy to discuss any of your recruitment needs or explain our services in more detail.

This bespoke service is essentially the most effective recruitment method when specific skills, industry experience or market knowledge is sought and are not readily transferable from any other background. By using a direct pro-active approach to candidates, every high performing individual is accessible, unlike any database or advertised selection process.

Utilising the most advanced research methods, the team at VLC Recruitment Ltd is adept at networking throughout the industry. Our experienced management team allows VLC Recruitment Ltd to address these senior and often critical roles with the gravitas they deserve.

This wealth of experience also allows us to give advice on likely availability, remuneration and how competitive the opportunity is against the industry.

Maintaining the highest levels of integrity we will never source candidates from an organisation which is currently a client, nor will we re-approach any successfully placed candidate.

In addition, should the short-list fail to produce a successful candidate we will re-submit a further shortlist or lists

from the existing research or conduct further research subject to those and only those costs being met by the client.

EXECUTIVE SEARCH SERVICE

Benefit Summary:

- **A confidential and pro-active headhunting service**
- **Sensitive market mapping and research as standard**
- **Specific candidates identified, otherwise unobtainable by any other method**
- **In depth pre-screening prior to short-listing**
- **Consistent message to market**
- **100% success rate**

We have found that the critical success factor in contingency recruitment is establishing in-depth specifications for both job roles and candidate profiles. The value of this initial time investment is that it enables the process to run accurately to pre-arranged interview dates, times and venues, allowing all parties to work within an agreed structure. These specifications would include company background and organisation structure in order to understand both your cultural needs and skill requirements.

VLC Recruitment Ltd will allocate an experienced consultant to the account in order to maintain and ensure quality of service throughout the recruitment process. We will be dedicated to understanding in depth role requirements and match these to candidate's skills and experience. Just as importantly we examine and document the candidate's personality and motivation to move.

We would normally present no more than four candidates for any one position as we

believe that this is the optimum number to provide sufficient choice and maintain the quality of candidate.

With the sophisticated systems and in-house experience, this number can often be reduced.

The vast majority of our clients also derive further benefit from our ability to save them time by both educating candidates about their company profile and by providing the client with the candidate's CV prior

to agreed interviews. When required we will also 'regret' unsuccessful candidates on behalf of the client following a full debriefing thereby minimising the clients administration costs and maintaining their company's professional image.

CONTINGENCY SERVICE

Benefit Summary:

- **Rapid response to immediately available opportunities**
- **Professionally trained and experienced Account Manager allocated, specific to market sector**
- **In depth pre-screening prior to short-listing**
- **Cost and time effective with no risk to client**
- **Success only service - No placement - No fee**