

FOR IMMEDIATE RELEASE

Felix Global launches Felix Global Search™, An Enhanced Approach to Executive Search

Toronto, Ontario – February 13, 2008 – Felix Global Corporation, a leading national provider of integrated talent management services, is pleased to announce the launch of Felix Global Search™, an executive search service that gives Felix clients unprecedented access to top performers, leveraging Felix's broad spectrum of talent management services to better enhance retention.

"Our expansion into executive search," explains Jim Graham, President and CEO, Felix, "includes an ongoing geographical expansion as well. Our search service is not a start up. We are thrilled to have Walter Donald, former Vice President of Murray Axmith and, most recently, President of The Executive Network, a leading executive search firm in B.C., join the Felix team with his entire team in B.C. Mr. Donald will oversee Felix's national Global Search practice while also heading up the Victoria and Vancouver offices. Gord Wilson, formerly the search partner with Pivotal Integrated HR Solutions, joins Felix as the Managing Director in Ontario; and Lewis Efford will oversee the St. John's offices." Felix now has nineteen offices across Canada.

Putting Retention into Recruitment

With his experience as President of The Executive Network, Mr. Donald understands that recruitment is no longer enough; retention has to become part of recruitment and overall resourcing strategies. "We know from experience that employers are not just looking for the best possible match they can get, they are also looking for retention."

Mr. Wilson, who has over thirty years in the field and a specialization in financial services, agrees. "Finding the right fit for your organization is vital, but as companies downsize or diversify, retaining talent becomes critically important." Mr. Wilson adds, "With the retirement cohort anticipated over the next two years, there will be a chasm in the hierarchy. That's why retaining and developing executive talent is key to keeping companies more competitive."

"The last remaining competitive advantage organizations have is through their people," emphasizes Mr. Wilson. "If you don't have good people, if they are not engaged, and if you don't encourage, develop, and reward them, you will be severely challenged."

Executive Search: Completing the Complement

Many organizations outsource their assessment and training requirements to a variety of vendors. Felix offers all those services under one roof, with Executive Search completing the service spectrum. In this way, Felix can offer what most other vendors cannot: a single-source solutions provider who understands the macro issues and needs of the client, thus providing a more integrated process for fulfilling client needs.

"Because Felix offers assessment of cultures, addressing what organizations do around development, coaching, and team building," explains Mr. Wilson, "the executive search piece becomes part of a larger talent management strategy that can support people through the process from intake to development; or, put another way, from hire to retire."

Adds Mr. Graham, “Because Felix’s Global Search™ fits seamlessly into Felix’s full-spectrum talent-management suite of services, Felix customers no longer have to find separate vendors for each of the talent management services.”

Steps to Executive Search Success

Felix’s Global Search™ starts with helping organizations define what they are looking for. The search team then strategically drafts and populates a map of the marketplace with candidates drawn from a wide number of outbound search tools, including Felix’s broad and long-standing business networks.

Once candidates are identified, Felix’s search experts perform an exacting process of due diligence, ensuring that both parties get the facts about each other, thus enabling them to make sound decisions.

“In order to do that, you also have to understand the *talent’s* perspective – their skills, interests, training, values, attributes and so on,” explains Mr. Donald. “Executives have been through downsizing and reorganizations, and, as a result, through change-management programs. They know change is traumatic for themselves as well as for the organization, which is why they want to make sure their next challenge is a match for success.”

Felix’s reputation in the field attracts high-quality talent. “Because Felix has been a full service talent management company that offers long-standing career transition services, the people who have been through Felix’s programs trust Felix when job opportunities arise,” adds Mr. Donald.

The Felix Difference: Talent Guaranteed

What differentiates Felix Global Search™ is the quality of search strategies that only long-time experience and expertise can provide.

“What good search experts know, but what many companies may not know, is that advertising a position draws out only the ‘available’ 20% of the job seekers, but this 20% may not necessarily represent top performers. What Felix Global Search™ taps into is the other 80%, the hidden market of key performers who many not be actively looking, but who may be better placed in a different position,” explains Mr. Donald.

“There is not an endless pool of talent anymore,” adds Mr. Wilson, “So having an organization dedicated to attracting, developing, and retaining good people is Felix’s competitive advantage.”

Felix does not just find and deliver people with the right fit for your company and then walk away. Felix’s search team also helps with the ‘onboarding’ process, monitoring the employee’s progress in order to address issues right away.

About Felix Global

Felix is an international organization specializing in Integrated Talent Management Solutions. Established in 1986 as Victor Apa & Associates Inc., Felix helps business leaders assess, understand and shape their corporate cultures to drive exceptional business performance one person at a time. Felix provides a full range of employment lifecycle products and services including Executive Search, Career Management, Leadership & Coaching services, Assessment



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& Measurement tools and services as well as life planning and organization consulting, enabling an impressive list of national and global blue chip clients to develop and manage talent in an increasingly competitive labour market. With its head office in Toronto, Felix also has offices in major population centres across North America, and a growing network of strategic partners around the world. Read more at www.felixglobal.com.

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