

CORPORATE PROFILE

Trilogy Search Non+Profit
Bridging Business + Community



+ + + A Catalyst for
Leadership Success + + +

Trilogy Search Non+Profit is a retained executive recruitment firm passionate about finding multi-dimensional leaders who recognize that business and community are not mutually exclusive.

Bridging business + community is our new enhanced focus, born from a keen desire to place leaders who are well-rounded, integrated and passionate. **Our promise:** To recruit seasoned and inspired executives who are equipped to lead for-profit and nonprofit institutions.



Founding partner **Chuck Pappalardo** has more than 25 years of search experience in building innovative and effective management teams for venture, clean technology and life sciences sectors as well as for nonprofits and foundations. As such, Trilogy's integrated perspective and network of resources span both business and community. This enables

our clients to draw from a diverse, experienced talent pool that can cross industry boundaries and offer fresh approaches – especially important as the lines between for-profit and nonprofit worlds blur.

As with any serious mission, a clear methodology is the rule. Trilogy undertakes each assignment with creativity, thoughtfulness and care, looking at where your business is, where it's heading and what it needs. We collaborate with you to develop a blueprint that leads us to your ideal candidate.



Andrew Deitz, Director

In his role as an executive recruiter and talent acquisition expert, Andrew works closely with organizations to identify strategic staffing needs and build thriving executive management teams, with a particular focus on the clean technology and health care services sectors.

Andrew has 15 years experience in working with CEOs and executives of fast-growing portfolio companies funded by influential venture capital and LBO firms such as Bessemer Venture Partners, Accel Partners, and Symphony Technology Group.

He was instrumental in launching human capital services for a newly-created private equity fund, and led business development efforts for the start-up phase of a diversified recruiting company.

Deitz began his career as an environmental research scientist at Oak Ridge National Laboratories. He was a founding VP at Climate Earth and is an active member with e2 (e2.org), which helps to shape energy policies that promote economic growth.

Andrew is also an urban farmer.

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“Given that nonprofits are increasingly adopting business practices, Trilogy's experience and network within the for-profit community are tremendous assets.”

Alexa Culwell
Trustee, New Door Ventures
Visiting Practitioner, Stanford University

“We're a fast-growing company dedicated to hiring executives of high character who share our values of leadership and integrity. Chuck kept pace with our tempo without compromising the search process or attention to detail. His work is extraordinary.”

Frank Ramirez
Chief Executive Officer
Ice Energy Inc.

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OUR METHODOLOGY

Phase I - Strategy & Research

- 1 Trilogy and client discuss vision, strategy, culture and short-/long-term goals.
- 2 Specific behavioral screening questions are developed, along with a profile that captures the essence of the ideal candidate.
- 3 Research is conducted, drawing on 2,500+ sources of content from more than 30 information providers; national and international networks that cross all sectors are engaged. We look among both the obvious and the uncommon.

Phase II - Selection & Due Diligence

- 4 Filtering begins and the field narrows. Trilogy serves as client ambassador, ensuring that candidates have a clear understanding of the opportunity at hand while vetting each potential leader. Throughout, we provide weekly communications to the client.
- 5 Finalists are selected and presented to the client; close communication with client and candidate keeps everyone on track and informed.
- 6 Once the search committee selects a candidate, Trilogy performs a final background check; findings are presented to the client.

Phase III - Collaboration & Transition

- 7 The offer is designed, a collaboration between Trilogy and client. Trilogy extends offer to candidate, providing advisory services throughout negotiations until the offer is accepted.
- 8 Transition is planned to ensure candidate integrates into new environment smoothly and effectively.

SUCCESSES

AMGEN INC.

Executive Director Risk Management
Director of Direct Materials Risk Management
Director of Business Continuity

AMPT, LLC

Vice President of Sales and Marketing

BOOK TRUST

Executive Director
Board Director

EDSOURCE

Executive Director

EDUCATION SECTOR

Executive Director

GLOBAL VANTEDGE

Chief Executive Officer

HUMANITY UNITED/OMIDYAR NETWORK

Director of Communications
Director of Investments
Director of Research
Director of Policy and Government Relations

ICE ENERGY INC.

Director of Sales, Major Accounts
Executive Vice President of Sales

INTEGWARE, INC.

Vice President of Sales

INTELLITEC MEDICAL INSTITUTE

Campus President

INVENTIV HEALTH

General Counsel

KIMBERLY-CLARK CORPORATION

Vice President, Global Infrastructure Solutions
Senior Director, Enterprise Business Intelligence

NEW DOOR VENTURES

Chief Executive Officer
Vice President, Development

SANTA CLARA UNIVERSITY

Executive Director, Center for Science,
Technology & Society

STUPSKI FOUNDATION

Senior Program Officer, Learning Community/
Efficacy Network

THE WILLIAM AND FLORA HEWLETT FOUNDATION

Director, Education Program
Program Officer, Education Program

THERMO FISHER SCIENTIFIC INC.

President, Fisher Healthcare
President, Life Sciences
Chief Supply Chain Officer
Senior Vice President, Sales and Marketing
Vice President, Global Chemical Operations
Chief Information Officer

VILLAGE ENTERPRISE FUND

Executive Director

“Chuck’s steadfast approach, along with his understanding of our company developed over an eight-year partnership, resulted in a slate of candidates who not only fit our exacting criteria, but our corporate culture as well.”

Joseph Massaro
Chief Financial Officer
inVentiv Health

“There are specific attitudes and temperaments that are better suited to nonprofits, and humility is one key attribute. Transitioning executives must be aware of what they don’t know.”

Tess Reynolds
Chief Executive Officer
New Door Ventures

TO LEARN MORE ABOUT HOW TRILOGY SEARCH NON+PROFIT CAN TAKE YOUR ORGANIZATIONAL LEADERSHIP TO THE NEXT LEVEL—OR ENGAGE IN MEANINGFUL CONVERSATION ABOUT LEADERSHIP MATTERS – CALL 650.685.2600 OR EMAIL INFO@TRILOGYSEARCH.COM.

Trilogy Search Non+Profit
330 Primrose Road, Suite 402
Burlingame, California 94010
voice 650.685.2600 fax 650.685.2601
www.trilogysearch.com

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