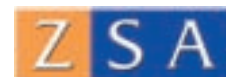


About ZSA

ZSA Legal Recruitment is Canada's leading and only national legal recruitment firm. With offices in Vancouver, Calgary, Edmonton, Toronto, Ottawa, Montreal and Halifax, we are uniquely positioned to serve the legal recruitment needs of both law firms and corporations around the globe. Our roster of clients ranges from the largest law firms in the world to sole practitioners; from global giants to start-up corporations. Our unparalleled success to date is the result of our single-minded focus on meeting the demands of our clients and candidates. This service does more than introduce clients to strong, viable candidates. It ensures that candidates and clients are matched so as to ensure long term success- not just placement. Our services range from placing general counsels/assistant general counsels to law firm chief operating officers, partners with or without a book of business, associates, law firm administrators and office managers, bookkeepers, paralegals, law clerks, and legal assistants as well as business development, marketing and knowledge management directors.

zsa.ca • zsa.com



ZSA Guarantee



Our fees are based on a percentage of the successful candidate's first year's remuneration. You only pay for our services if we are successful in finding the talent you need. We stand firmly behind all of our placements, offering a meaningful guarantee if our candidates do not succeed.

We seek to build lasting relationships with our clients so we take a long-term view to ensure that you remain completely satisfied with our services. This client-focused strategy has served us and our clients well for over a decade.

Recruitment Process



After thoroughly discussing your recruitment needs to gain an understanding of the expertise and soft skills you require, our team of experts immediately begin working for you.

While your contact will be with one or two of our consultants, we take a team-based approach to finding you the best candidates.

Your key contact will be with one of our professional recruitment consultants. All of our consultants have a unique understanding of your needs and the marketplace as they are former practising lawyers.

Our consultants will research our database and tap into our external networks to identify individuals who meet your requirements.

When you advertise through ZSA, our marketing team will look after everything from writing and designing the ads to recommending and booking the most effective publications for your target audience. We also pass on to you our substantially discounted advertising rates and, in certain cases, subsidize your advertising campaign.

We'll speak with potential candidates about your positions to determine their interest and ensure each candidate we recommend is a good fit for your organization.

Once we have their consent, we will send you our candidate interview notes, CV's, transaction sheets/case highlights, academic records, and any other information you may require. We view it our job to save you time, so we firmly adhere to a policy of quality over quantity when sending you candidates.

As we possess Canada's largest database of legal talent, in most cases we can deliver the details of suitable candidates rapidly after receiving your instructions. Our services, however, go well beyond simply presenting strong and motivated-to-move candidates as we also act as your ambassador promoting your positions and organization to qualified candidates.

We also offer additional services such as reference and educational checks and psychometric and skills testing

Our service doesn't end when you hire your new staff as we also conduct regular follow-ups with you and your new employee.

Testimonials



**Michael Appleton, Q.C.,
Managing Partner,
Fogler Rubinoff LLP**

Over the past three years, ZSA has successfully placed more than 10 lawyers with Fogler Rubinoff, ranging from those with existing portable practices to early year associates. Without exception, each lawyer is an excellent fit within our culture and is contributing to the continued success of our firm.

**Krista Derksen,
Director, Human Resources,
Canadian Bankers Association**

I've relied on ZSA Legal recruiters to perform more than 100 searches over the course of 15 years. Working with ZSA significantly reduces my time-to-hire. They move quickly, wasting no time in presenting me with quality candidates. This is evidence of the strong relationships they maintain within the market of senior-level legal professionals. I also find ZSA very adept at making new connections and finding individuals with unique skill sets when I present them with a challenging candidate profile to fulfill.

My main contact at ZSA, Warren Bongard, is a highly ethical, dedicated and professional recruiter. Over the years Warren has helped me find and hire securities lawyers, general counsel, litigators, and clerical staff – and his track record remains virtually infallible.

**Sola Kim,
Heenan Blaikie LLP**

ZSA is far superior to every other recruiting firm I have experienced. They truly understand the legal profession. Although we have less frequent requirements than our larger competitors, ZSA provides exceptional service and thorough attention to our needs. ZSA has helped put us on the radar screens of many superb candidates – which is often a challenge for small firms. I recommend ZSA to anyone.

**Andrew Black,
President & CEO,
Virgin Mobile Canada**

I was extremely impressed with the quality and speed of service we received from ZSA in assisting our search for our V.P. General Counsel position. Warren Bongard and Christopher Sweeney were quick to understand and access our needs and culture. They presented us an excellent pool of accomplished, top quality candidates from which to choose. They were prompt, responsive and highly professional. They added significant value to our search efforts. I would highly recommend the services of ZSA to any firm or company looking to attract high quality legal talent.

Marketing



Marketing is key to our ability to attract the best talent and advertising is essential to our strategy. We invest heavily across Canada to raise our profile ensuring that we are continually meeting with new candidates. Our database is constantly renewed with the highest quality legal talent in the country.

As an added benefit of using ZSA, every

mandate we receive is posted on Canada's most visited legal recruitment Website zsa.ca which receives over 20,000 visits each month from potential candidates.

We handle all responses from the ads saving you the time and effort of reviewing and processing the responses yourself. You will only review the top candidates that meet your specifications.



Client list



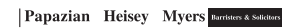
A Few of Our Satisfied Clients:



FALCONER
CHARNEY
MACKLIN



Minden
Gross
Grafstein &
Greenstein LLP
BARRISTERS & SOLICITORS



Client list



A Few of Our Satisfied In-House Clients:



What are you doing after work?



Consultants

Toronto

Christopher Sweeney
President, Co-Founder
csweeney@zsa.ca

Warren Bongard
Vice-President, Co-Founder
wbongard@zsa.ca

Susan Kennedy
Managing Consultant
skennedy@zsa.ca

Salima Alibhai
Senior Consultant
salibhai@zsa.ca

Kelly Smith
Senior Consultant
ksmith@zsa.ca

Emily Lee
Senior Consultant
elee@zsa.ca

Lana Driscoll
Senior Consultant
ldriscoll@zsa.ca

Angela Sordi
Consultant
asordi@zsa.ca

Rebecca Toth
Consultant
rtoth@zsa.ca

Tracey Gameiro
Consultant
tgameiro@zsa.ca

Vancouver

Stephanie Hacksel
Managing Consultant
shacksel@zsa.ca

Siobhan Rea
Managing Consultant
srea@zsa.ca

Lindsey Petherick
Consultant
lpetherick@zsa.ca

Elizabeth Borrill
Consultant
eborrill@zsa.ca

JoAnne Todgham
Consultant
jtodgham@zsa.ca

Calgary

Sona Poddar
Consultant
spoddar@zsa.ca

Montréal

Dominique Tardif
Managing Consultant
dtardif@zsa.ca

Josée St-Amour
Senior Consultant
jstamour@zsa.ca